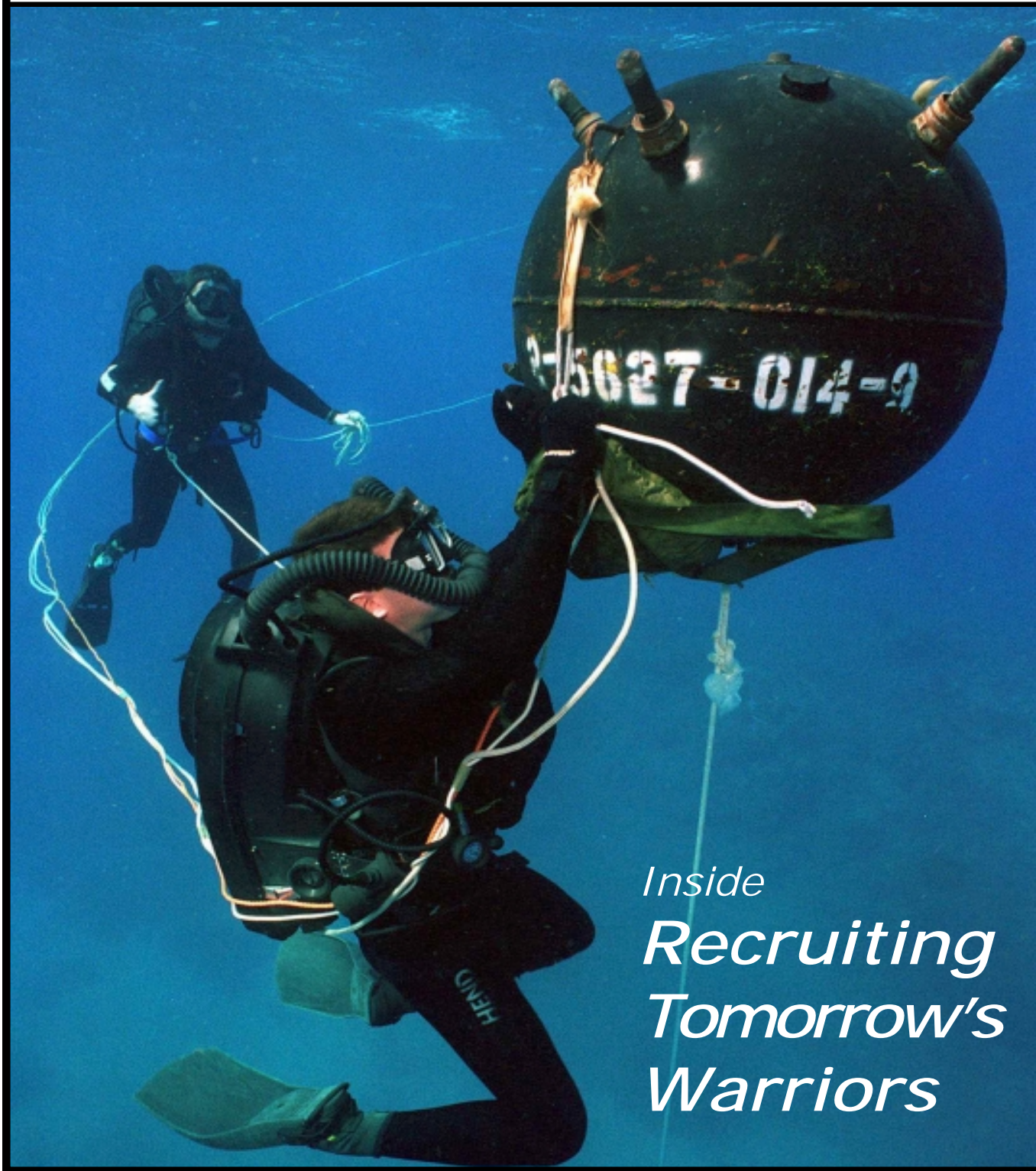


LINK

The Enlisted Professional Bulletin
of the United States Navy
April-June 2000
Volume 2/00



*Inside
Recruiting
Tomorrow's
Warriors*



Commander, Navy Personnel Command RADM J. B. Hinkle



Greetings from Millington. The focus of this issue of *Link* is on recruiting duty, which offers you the unique opportunity to hand-pick your shipmates, as well as several other special incentives.

We need to enlist about 60,000 young men and women to make our fleet manning goal this year. That's up from 54,500 last year. It's an all-Navy challenge that we must aggressively meet head-on as a team, because our success will have a direct impact on fleet and force readiness. When you are involved with recruiting, you are literally helping shape the Navy for the next two to three decades.

You may be recruiting future flag officers and master chiefs! To do

that, we intend to maintain the Recruiter Force at 5,000 Sailors — and we want all of them to be volunteers.

We are actively looking for volunteers who are shore-duty eligible, preferably in the E4 and E5 paygrades, to help shape the future of Navy. Putting junior Sailors in the field as recruiters has been paying big dividends, and the Recruiting Command is moving toward a much younger overall force because of that success. Each volunteer request will be considered on a case-by-case basis and the detailers, in close coordination with the Recruiter Selection Team, who will do their best to assign volunteers to the recruiting station of their choice.

Recruiting is challenging duty, but it is also very rewarding. Some of the incentives include: \$375 special duty pay per month; choice of recruiting assignment location; up to 24 months of sea duty credit for some locations; meritorious advancement opportunities through E7; follow-on tour guarantees (choice of coast) upon successful completion of a recruiting tour; and specialized training to learn sales and effective persuasion techniques. For more information, contact the Recruiting Detailers at 901-874-3861/3877/3879 (DSN 882); or the Recruiter Selection Team at 901-874-9147 (DSN 882).

The new “Bluejacket Hometown Area Recruiting Program” (HARP) initiative provides Sailors with an excellent opportunity to help Navy's recruiting efforts, with the added incentive of being assigned close to home. Under this program, Navy funds round-trip CONUS travel (plus Hawaii and Alaska) for selected junior Sailors to their hometowns to assist local recruiters. Sailors will also attend a short training seminar prior to proceeding to their hometown. The minimum period of TAD is two weeks; Sailors who are successful in providing qualified referrals may extend their time on HARP in addition to other recognition under the Recruiting Referral Recognition Program (RRRP). A Navy Achievement Medal will be awarded for referrals that lead to four new contracts. If you are interested in “Bluejacket HARP,” please contact AO1(AW) Jimmy Stephens at 901-874-9141 (DSN 882). [NAVADMIN 003/00]

I urge all supervisors to help spread the word on recruiting duty...the Navy's counting on you. Keep charging and smooth sailing.

J. B. Hinkle
Rear Admiral, U. S. Navy

LINK

Volume 2/00

April-June 2000

Chief of Naval Personnel: VADM Norbert R. Ryan, Jr., USN
Commander, Navy Personnel Command: RADM J. B. Hinkle, USN
ACNP for Distribution: RADM H. B. Tallent, USN
Managing Editor: ENS Eric Petersen, USNR
Editor: JOC(SW/AW) Mike Morley, USN
Administrative Assistant: YNSN Ebony Huggins, USN

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Cover photo: A Navy Explosives Ordnance Disposal technician attaches an inert satchel charge to a moored training mine during a training exercise in waters near Guantanamo Bay, Cuba. The Navy's EOD units are looking for Sailors interested in becoming technicians. To learn more about Navy EOD programs, visit <http://www.persnet.navy.mil/pers2/n132d7/default.htm>. U.S. Navy photo by PH1(DV) Andrew McKaskle.

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ACNP for Distribution

RADM H. B. Tallent



Recruiting is the life blood of the Navy; it's certainly one of the most important parts of keeping our fleet in a high state of readiness for war. It is also one of the toughest, most challenging, and most rewarding jobs we have to offer. You've probably all heard about the "tough" and "challenging" part – but "rewarding?"

The fact is, I often get feedback from recruiters in the field about how rewarding the job of being a recruiter actually is. To many of the young men and women that these recruiters are bringing into the force today, the Navy, and the role they play in it, will become the predominant feature of their entire lives. It will become the method by which they "define" themselves – for a lifetime.

Every new recruit is potentially a future Master Chief Petty Officer of the Navy – think about that.

The impact that a recruiter has on a young person's life, as well as the impact that same young recruit will have on the Navy, is staggering. So when recruiters talk about their job as being one of the most rewarding assignments they've ever had – that's what they mean.

Recruiting duty may be the best way in the Navy today to display true patriotism and commitment to preserving the freedoms that all Americans enjoy. As a Navy Recruiter, canvassing America for our best qualified men and women, you will be building the future leaders who will ensure American Sea Power remains the most formidable and dominant military force the world has ever seen.

Lots of exciting things are going on in recruiting right now. We're changing the "shape" of the recruiting force out there slightly by placing more junior Sailors in recruiting. We've found that E4 and E5 petty officers are some of the most productive recruiters out there. They've been extremely successful in today's tough market because they easily identify with the generation of young people that we are trying to enlist.

Another exciting recruiting opportunity is the bluejacket Hometown Area Recruiting Program (HARP), which has been developed to boost recruiting efforts. It's a "supercharged" version of the HARP program you've known for quite awhile. Bluejacket HARP will FUND round-trip travel, INCONUS, for selected junior Sailors to their hometowns. TAD orders must be for a minimum of two weeks. NAVADMIN 003/00 has the particulars on the program.

We've also begun to "sell" recruiting orders by recruiting area. What this means to you is that, in some cases, we may be able to guarantee what recruiting station (city) you'll be going to before you sign on to recruiting.

Recruiters are also receiving \$375 per month for Special Duty Assignment Pay, and they are eligible for meritorious advancements up to E7 through the Recruiting Excellence Incentive Program (REIP).

Tough, challenging, and rewarding. That's recruiting duty. Sailors interested in recruiting should read the article by JOC(SW/AW) Morley on page eight, and then contact the nearest Recruiter Selection Team, or visit the CNRC Web Site at www.cnrc.navy.mil.

Keep Charging!

H. B. Tallent
Rear Admiral, U. S. Navy

Master Chief Petty Officer of the Navy MMCM(SS/SW/AW) James L. Herdt



Shipmates, optimally manning the fleet is a priority throughout the Navy. There are numerous aspects that affect our manning levels. One of the most obvious, and quantifiable ways to improve fleet manning levels is to attain recruiting goals. Recruiters had a very successful year in FY99, and there are a couple of initiatives to help them do the same this year.

The Chief of Naval Personnel, VADM Norbert R. Ryan, Jr., recently released a NAVADMIN announcing the “Bluejacket HARP” duty initiative. This program is designed to send Sailors to their hometowns to communicate their Navy experiences. It is an incredible opportunity for us to positively impact our ability to man the fleet.

The Navy Recruiting Command has seen that many of our best recruiters are indeed the most junior recruiters. Several participating commands have proven that prospective recruits obviously identify better with Sailors closer to their own age. “Bluejacket HARP” is designed to take advantage of exactly this. The keys to success in the program are the selection and training of participants. Very motivated, squared-away Sailors are what we’re looking for here. The basic requirements are: 1) Initial enlistment Sailors are preferred, but second termers are encouraged to apply also; 2) Sea duty is preferred, but shore duty Sailors can also apply; 3) They must have a high school diploma; 4) Have a place to stay in their hometown; 5) Meet PRT standards; 6) Finally, applicants must have their command’s endorsement. Once selected, Sailors receive a short training seminar by their local recruiters before travelling to their hometown for at least a two-week TAD. After the training seminar, the “Bluejacket HARP” program will fund round-trip travel within CONUS for Sailors.

The Navy Recruiting Command has funding for a maximum of 800 “Bluejacket HARP” assignments per month. We should all work together to make sure we maximize these opportunities every month. Our recruiters do a great job with all of the resources they have. It is an incredibly competitive job market today, and we’ve got to show people why the Navy stands above the competition.

This is just one initiative. We’ve got to develop sustained long-term actions to produce the long-term impact we need to build the Navy of tomorrow. To accomplish this, we have to continue to build a Navy culture that values recruiting and retention. Any culture change demands commitment from the top echelons to the seaman recruit selected for “Bluejacket HARP” duty. Excelling in attaining these goals should be career enhancing for Sailors. We’ve got to build a sense of urgency for both recruiting and retention, and sustain their priority in the future.

We have to reevaluate our approach to retaining Sailors as we work to improve our retention skills. The CNO says it best by saying, “We recruit Sailors, but we reenlist families.” I think dealing with just the Sailor for reenlistment is hitting only about 40 percent of the target. We should sit down and talk with the entire family. They’re the ones most affected by the decision to stay Navy. We have to make them fully aware of all of the benefits our Navy offers. When we look at the total compensation package, more often than not, the Navy comes out more competitive than Sailors expected.

Retention isn’t something we deal with only when a Sailor’s EAOS gets close. Retention is everything we do for that Sailor and his/her family from the time they enlist or reenlist until their next EAOS. Valuing our Sailors has got to be the status quo for doing business. With that said, there are obviously the “needs of the Navy,” but they aren’t that far off from the desires of Sailors that have chosen to serve in the Navy. It comes down to treating our shipmates as professionals. We should treat all of them in the same manner we expect to be treated.

Finally, I’d like to extend a Bravo Zulu to our recruiters. The job you do is one of the toughest, and most important in building tomorrow’s Navy. We will continue to look for better ways to support you, but only your motivation and dedication can produce the results we depend on to build our Navy.

A handwritten signature in black ink, reading “James L. Herdt”. The signature is written in a cursive, flowing style.

James L. Herdt
Master Chief Petty Officer of the Navy



Director, Enlisted Assignments Division

CAPT J. F. Rea

Greetings from Millington. In this article I would like to discuss a very important special program for shore duty - recruiting. As you already know, recruiting is now hiring! In order to maintain our required manning levels, the Navy must bring in 60,000 new recruits during FY00.

To accomplish this goal, more field recruiters are needed to attract the best and brightest of America's youth. We are looking to you – our motivated, hard charging fleet Sailors – to help the Navy meet its objectives. Not only does the Navy need a large number of new recruits, it needs recruits of the right quality. This means recruiting for all of the Navy's special programs. So far this year, Navy recruiters are meeting their goal.

We are looking for volunteers from all rates, especially first-term Sailors in paygrades E4 and E5. If you are nearing the end of your enlistment, and are considering separating from the Navy, I would like you to consider staying with the Navy for a few more years as a Navy recruiter. At this time, my detailers are trying to place volunteers for recruiting duty at or near the place of their choice. Now, this doesn't always work, as there are many Navy Recruiting Districts throughout the U.S. and even abroad, that need to be manned. But, I assure you, we will do our best to try to get you what you want. We are offering some incentives, too, which I will talk about later. We are also looking for volunteers from other paygrades that are shore duty eligible.

A Navy Canvasser Recruiter (NEC-9585) is one of the Navy's most challenging, rewarding, and career enhancing assignments. But, in addition to the challenge, recruiting offers other benefits. Some of these benefits include: Proficiency pay in the amount up to \$375.00 per month. Proficiency pay starts upon your arrival at your Navy Recruiting District; Selection boards look favorably upon all personnel who successfully complete a tour as a Navy recruiter; An advancement in rate program, where recruiters can be advanced up to paygrade E7, if qualified, based on their productivity as a recruiter; Superior training opportunities to learn sales and effective persuasion techniques; Up to twenty-four months sea duty credit is available for some recruiting districts. Credit will be applied toward your next sea tour assignment.

We are now offering some incentives for first-term Sailors who volunteer for select Navy Recruiting Districts. First term personnel coming from sea duty, who have thought about separating at their EAOS, may be able to have their remaining Prescribed Sea Tour (PST) waived, if they are willing to accept orders to some select recruiting districts. The select districts will change periodically, based on the individual district's manning levels. Some current districts for which we are offering this incentive are Chicago, Buffalo, New York, Omaha, Minneapolis, New England, and Los Angeles.

We will approve requests for one-year recruiting tour extensions, if you desire it, and the Commander, Navy Recruiting Command endorses it, after successful completion of a three-year tour. In some cases, we are also offering Priority Selection for any valid sea-duty requisition in negotiating for follow-on sea duty orders, after successful completion of a three-year tour at select NRDs.

If you meet the requirements outlined in the ENLTRANSMAN chapter 9.63 and have the desire to become more successful in your Navy journey, contact your rating detailer and request recruiting duty. Recruiting detailers will work with you, along with the CNRC Recruiter Selection Team, to try to find the right job for you.

For more information, pick up your telephone and give us a call or send us an E-mail (addresses listed in the back of *LINK* magazine), DSN 882-3868/3877, Comm (901) 874-3868/3877. The Recruiter Selection Team points of contact are on page nine.

Please think recruiting as you finish your sea tour and are ready to roll to shore duty, remember to invest in your future and the future of our Navy. Your contributions will not go unnoticed!

NRD Sea Tour Credits

NRD Buffalo	18 months
NRD Chicago	18
NRD Ohio	12
NRD Michigan	18
NRD Indianapolis	12
NRD Kansas City	9
NRD Los Angeles	12
NRD Minneapolis	12
NRD New England	12
NRD New York	24
NRD Omaha	12
NRD Philadelphia	18
NRD Pittsburgh	18

* Must complete entire recruiting tour for credit.

Letter to the Fleet



COMMANDER NAVY RECRUITING COMMAND

Navy Recruiting Command is committed to providing the Fleet with outstanding young men and women to meet the challenges we face as we enter the new millenium. And, even though you have probably seen much of the media discussion on how hard it is to recruit in today's environment, many of your shipmates are enjoying tremendous success as they tell the Navy story to young people all across the country. These exceptional Sailors have taken the challenge, and with the dedication to duty characterized by the American Blue Jacket for over two hundred years, they're chipping away at those manning deficits in the fleet. I strongly encourage each of you to consider a tour in recruiting. Come join us as we build tomorrow's Navy and shape the lives of America's youth.



A tour in recruiting obviously offers many benefits that you've heard or read about as you've considered your career options. Potential meritorious advancement, \$375 per month SDAP, guaranteed choice of coast at end of tour, partial sea duty credit for certain locations, and a chance to be stationed near home are all enticing; but I'd like to talk with you concerning some of the intangible benefits that have a far more lasting impact. Benefits that will stay with you and serve you well both in your Navy career and long after you've gone ashore for the last time.

First, recruiting provides the Sailor with the opportunity to develop skills that no other assignment in the Navy can offer. You will discover, and then perfect, interpersonal relationship skills you never knew you possessed. You'll learn to uncover the young persons' wants, needs, and desires and then steer them to a Navy opportunity best suited for them. You'll also develop and implement a plan that ensures your new recruits are fully trained, prepared, and motivated to excel in recruit training and ultimately in the fleet.

I would also like for each of you to experience first hand the tremendous self satisfaction that comes with having your new Sailor come home for the first time, all decked out in his or her dress uniform, proud to be a part of our Navy. As they expound on their journey to date, normally with beaming parents in tow, you'll know that you've accomplished something good and honorable. You'll have shaped another young American's life and provided them the opportunity for a journey of a lifetime.

From New York to California and North Dakota to Louisiana, Navy Recruiters are working hard every day to find potential Master Chiefs and Admirals for the Navy of the future. Dedicated and goal-oriented, they won't accept that the mission is too hard. They truly understand and live the "commitment" aspect of our core values. Come sail with us as we man the United States Navy.

*Warm regards,
Barbara McGann
RADM, USN*

New Generation of Junior Sailors

The Commander, Navy Recruiting Command (CNRC) has launched an ambitious drive to beef up the recruiting force with 500 younger, well-equipped recruiters by the end of the year. But the effort doesn't end there. To help these new recruiters succeed, CNRC is investing millions of dollars in training, advertising, and recruiter support.

A younger recruiting force.

For years, recruiting was the domain of senior petty officers. In 1999, CNRC tried a bold experiment, accepting third class petty officers for recruiting duty. The results were astounding, as these junior recruiters often generated new contracts at a higher rate than more senior recruiters.

CNRC is now looking for Sailors in paygrades E4 and E5 to fill new billets. Candidates should have successfully completed a tour at sea, and have earned a warfare qualification.

AO2(AW/SW) David Eberhart, of Navy Recruiting Station (NRS) Abington, Pa., is a stellar example of this new generation of recruiters. As one of the first third class petty officers on the street in October 1998, he began his success by attaining 24 new contracts in his first year.

"I'm the same age as many of the people I interview. Many young people feel more at ease with me than with older recruiters," Eberhart said. "When I talk

to a high school kid, it's more like they're talking to a friend."

More billets in more locations. CNRC opened 148 new recruiting stations throughout the country in FY99, with plans to open 69 more by the end of FY00. The advantages to the new stations are two-fold: Applicants interested in the Navy don't need to travel as far to see a Navy recruiter, and recruiters have more options for duty location.

With 31 Navy Recruiting Districts (NRD's) and 1,360 NRS's located throughout the country, chances are good that a Sailor interested in recruiting can return to their hometown, if they choose. Additionally, some NRDs offer partial sea duty credit upon completion of a successful recruiting tour.

Training, technology, and equipment. Before a recruiter sets foot in a NRS, they complete a rigorous 18-week sales and marketing curriculum at the Navy Recruiting Orientation Unit, in Pensacola, Fla.

Prospective recruiters learn advanced sales techniques, in addition to the rules and regulations of recruiting. They receive instruction in R-Tools, a computer program designed to help recruiters track, screen, and process applicants, and practice



IT1 Martin Colon, a recruiter with NRS North Bergen, N.J., is promoted to petty officer first class by Adm. Donald Pilling, Vice Chief of Naval Operations. Colon was Navy Recruiting Command's Enlisted Recruiter of the Year for FY99. U.S. Navy photo by PH2 Veronica Birmingham.

completing the required applicant paperwork.

"The training I received at NORU built up my confidence," said ABF1 Kyril Vassilev, of NRS Norfolk, Va., and NRD Richmond's 1999 Recruiter of the Year. "They taught me how to overcome objections and really sell the Navy."

Recruiters have access to follow-on training through their district trainer and the National Training Team (NTT).

At the NRS, recruiters are equipped with the latest in sales

is Fielding the Navy of Tomorrow

technology. Each recruiter has their own laptop computer, which can link to CNRC's Local Access Network (LAN). When screening prospects over the phone, recruiters use hands-free headsets to allow them to talk and write notes. Recruiters are furnished "leads," or contacts, from interested young men and women who respond to advertising via toll-free numbers or the Internet. And each recruiter has access to a government vehicle, enabling them to visit high schools, conduct home visits, or transport applicants for processing without using their own vehicles.

Financial incentives. Some recruiting incentives are well known, like the \$375 per month Special Duty Assignment Pay (SDAP) recruiters receive. Less well known is a monthly allowance of up to \$75 each month, to spend on meals for prospects and other expenses. Finally, some recruiters in high-cost areas may be eligible to participate in the Government-Leased Housing Program. Designed to give servicemembers the widest opportunity in housing options in high-cost areas, the program makes monthly rent payments for Sailors, who forfeit all or a portion of their BAH in return.

Opportunity for advancement. Recruiting duty offers something that no other shore command does... the opportunity for meritorious advancement, up

to E7. The Recruiting Excellence Incentive Program (REIP) allows several Sailors from each NRD to be advanced each year, based on their performance.

IT1 Martin Colon knows the program well. Reporting as a petty officer second class to Navy Recruiting Station (NRS) North Bergen, N.J., Colon's philosophy, "Always maintain your honesty and professionalism," paid off. In FY99, he attained 61 new contracts, nearly five times the national average. For his success, he was meritoriously advanced to petty officer first class, and selected as CNRC's Enlisted Recruiter of the Year.

HT1 Israel Gonzalez, of NRS Kendall, Fla., was also advanced to first class under REIP by being one of NRD Miami's top recruiters.

"Recruiting is the best job in the Navy," Gonzales said. "You help your applicants succeed, the

districts give you a lot of recognition, and there's upward mobility for those who may be in rates that advance slowly," he said.

For those who don't advance under REIP, a successful recruiting tour is always looked at favorably by selection boards. In addition, Sailors assigned to recruiting can earn Navy Achievement Medals, and all Sailors completing an NRD tour earn the Navy Recruiting Ribbon.

Hundreds of recruiters are needed now. Sailors interested in recruiting duty can contact their nearest Recruiter Selection Team (see chart below), or visit the CNRC Web Site at <http://www.cnrc.navy.mil>.

*JOC(SW/AW) Mike Morley
LINK Editor*

*JO2 Brian Eckerd and JO3 Bashon
Mann of Navy Recruiter Magazine
contributed to this story.*

Navy Recruiter Selection Teams

Atlantic: NCC(SW) Mark Englar, Naval Base Norfolk, Va.
DSN 564-4002, Comm (757) 444-4002
E-mail: englarm@ntserv.nrc.navy.mil

Pacific: NCC(SW) James Patterson, Naval Base San Diego
DSN 526-2347, Comm (619) 556-2347
E-mail: pattersonj@ntserv.nrc.navy.mil

HQ: NCCS(SW) Byron Johnson, NSA Mid-South, Tenn.
DSN 882-9134, Comm (901) 874-9134
E-mail: johnsonb@cnrc.navy.mil

Bluejackets Eligible for Two-week TAD Under New HARP Program

Navy Recruiting Command is launching innovative ways to recruit young men and women into the Navy. The latest is aimed primarily at younger Sailors.

The Bluejacket Hometown Area Recruiting Program (HARP) is a new plan to give first-term Sailors temporary additional duty (TAD) orders to their hometown for recruiting duty.

Sailors right out of recruit training and throughout their first enlistment can receive paid transportation to their hometown, and spend a minimum of two weeks recruiting, while visiting friends and family. Qualified individuals participate in a recruiting indoctrination program to help them perform their HARP duties.

Sailors may travel by privately owned vehicle (POV) or by air, as long as the POV costs are

not greater than airfare. (Sailors overseas will have travel paid only from/to INCONUS point of entry). Sailors go back into their community and share the experience of their initial active-duty experience, while displaying their proud change from a civilian to a Sailor.

MT3 Wes Travis, an E4 on Bluejacket HARP duty at Navy Recruiting Station Bellingham, Wash., is turning heads with his performance. "I am originally from this area so I have a great deal of trust with the people around here, and my shipmates at the recruiting station have been extremely supportive," said Travis, stationed aboard USS NEBRASKA (SSBN 739) in Kings Bay, Ga.

"He (Travis) has scheduled more appointments than the full-time recruiters we have here," said FCC(SW) Eric Nelson,

Recruiter in Charge at NRS Bellingham.

"Our young Sailors continue to serve as a vital part of our recruiting team as witnessed by the success of our E4 recruiters. Sending our young men and women home for recruiting duty is a direct reflection of the pride and admiration we have for our highly trained, highly motivated Sailors," said RADM Barbara McGann, Commander, Navy Recruiting Command.

Sailors interested in HARP should contact their Command Career Counselor, or YN1(SW) Moore, at DSN 882-9139, Comm (901) 874-9139. Program details are also found in NAVADMIN 003/00.

*JO3 Bashon Mann
CNRC Public Affairs*

Transcripts Now Available Online

Under the Navy College Program (NCP), individual Sailor/Marine American Council on Education Registry Transcripts (SMARTs) are now available on the Internet to every member of the Navy and Marine Corps.

Previously, Sailors had to request copies from local Navy College Offices or from the Navy College Center (NCC) via E-mail or by phone. Now it's as simple as

visiting the NCP Site and following the on-screen instructions.

The SMART documents recommend college credit for a Sailor's military training and occupational experience. Provided with the SMART is information on any DANTES tests taken for college credit (e.g. College Level Examination Program (CLEP)), and a list of Navy funded college courses taken while on active duty.

"Having access online, on demand, will greatly help Sailors and Marines in their pursuit of a degree," explains Ms. Ileen Rogers, the Director of Navy Voluntary Education Requirements and Policy in OPNAV. "The SMART shows them right up front what college credits they've earned from the training they've received."

Continued on next page

Navy JROTC Seeking Instructors

If you're planning on retiring from the Navy soon and might be interested in teaching as a follow-on career, the Navy Junior Reserve Officers Training Corps (NJROTC) Program may be for you.

This fiscal year, the NJROTC program will expand from 435 to 490 high schools, with plans to add 210 more units during fiscal years 01 through 05. This expansion will necessitate the hiring of over 550 additional instructors into the program to fill these new positions.

Transcripts Available Online, continued

Sailors may obtain their individual unofficial SMART via the NCP Web Site using the following procedures:

- ✓ Go to the NCP Web Site at <http://www.navycollege.navy.mil>.
- ✓ Click on "here" to get your SMART.
- ✓ Click on "Sign into SMART as an individual."

To access your transcript, you'll need your SSN and password. If you have never requested a SMART, enter SSN only. The system will bring up another screen for first time users, to enter additional information.

-You will need your pay entry base date, located on your leave and earning statement (LES), to access your transcript.

While SMART is now available online, Sailors and Marines may still request copies from the Navy College Center by calling toll-free, 1-877-253-7122, by E-mail at ncc@smtp.cnet.navy.mil, or by visiting their local Navy College office. Sailors' official SMART transcripts can be sent directly to an academic institution of their choice, and must be requested from the Navy College Center or by visiting their local Navy College Office.

*JO1(AW) Dean Persons
CNET Public Affairs*

The current NJROTC program encompasses about 64,000 cadets and 961 instructors, and is made up of units in 43 states, the District of Columbia, Italy, Japan, and Guam. It is designed to promote patriotism, citizenship, self-discipline, and leadership skills in high school students. The program includes a Naval Science curriculum with subjects like naval history, oceanography, navigation, operations, and leadership. Other activities include community service, military bases visits, cruises, and academic and drill events.



Instructors in this program are retired Navy, Marine Corps, and Coast Guard officers and senior enlisted (E6 to E9) who have served a minimum of 20 years active duty, or have retired under the Temporary Early Retirement Authority (TERA). Instructors must not have been out of the service more than six years. A high school diploma is required, and a bachelor's degree or higher in any major is desirable, but not necessary. Instructors do not need to possess a teacher's certificate.

Instructors are hired as high school teachers, wear their uniforms, maintain current weight requirements, and receive a salary at least equal to the difference between retired pay and their active duty pay and allowances. For example, if an E7 made \$45,000 in pay and allowances their final year on active duty, and now earns retirement pay of \$20,000 per year, the school would pay the retired Sailor a minimum salary of \$25,000 per year. Many instructors, however, are paid considerably higher salaries. The salary from the school does not offset or affect retired pay at all.

More information on this program can be found at <http://www.cnet.navy.mil>. Type NJROTC in the search window. Additional information can be obtained from Ms. Cheryl Ward, at Comm (850) 452-4947, extension 334.

*CDR Philip C. Tetlow, USN (Ret)
NJROTC Expansion Coordinator*

Career Information

Several Paths to Degree, Commission

Are you looking for the opportunity to earn a commission? Then the Enlisted Commissioning Program (ECP) and Broadened Opportunity for Officer Selection (BOOST) may be right for you.

ECP is an undergraduate education program, which provides the opportunity for outstanding career minded active duty enlisted Sailors to complete their baccalaureate degree and earn a commission in the U.S. Navy.

Selectees attend an NROTC affiliated university on a full-time basis while remaining on active duty, and receiving full pay and allowances for their enlisted pay grade. Upon completion of a baccalaureate degree, basic ECP, aviation option, and CEC option candidates will be commissioned as ensigns. Nuclear option candidates will attend OCS after graduation and be commissioned upon completion of that school.

Eligibility and application procedures are outlined in OPNAVNOTICE 1530. Interested Sailors must submit their applications to the Chief of Naval Education and Training or the applicable Nuclear or CEC program manager by Nov. 1, 2000. The ECP Selection Board will meet in December 2000 to consider applicants who meet the eligibility requirements. See your Command Career Counselor to register for the Scholastic Assessment Test (SAT) or for the ACT.

BOOST offers an opportunity to participate in a comprehensive academic program in preparation for a college program. BOOST offers an opportunity to earn a college degree, and become a commissioned officer through the NROTC scholarship program or U.S. Naval Academy.

BOOST is for young men and women who, with additional counseling, guidance, and instruction, have the potential to become a commissioned officer, and have the ability for college level work. They are willing to work for success in the program, and are willing to accept the responsibilities of a commissioned officer.

Eligibility and application procedures are promulgated in OPNAVNOTICE 1500. Interested personnel are encouraged to contact their Command Career Counselor or Educational Services Officer, and to register for the SAT or for the ACT. Applications must be received by the Chief of Naval Education and Training no later than Oct. 1, 2000, in order to be considered for selection to the BOOST class convening in August 2001.

*Mr. Clyde Losey
ECP/BOOST Coordinator
CNET*

Make Sure **LINK** Reaches Your Sailors On Time

Each month, dozens of copies of *LINK* are returned due to commands disestablishing, merging, or changing address.

If this applies to your command, or you need to change the number of issues you receive, please complete the slip on page three, or E-mail the information directly to *LINK* at:

link@persnet.navy.mil

Selective Reenlistment Bonuses Made Easy

Are you confused by the recent SRB program policy changes announced in NAVADMIN 271/99? If so, keep reading, this article will clarify those changes.

Do or don't extensions count for SRB purposes? NAVADMIN 271/99 states, "Any member may cancel up to 24-months of a non-operative extension of enlistment provided: The extension is canceled before it becomes operative, and the member immediately reenlists for two years beyond the existing EAOS (as extended)."

This means that the member must reenlist prior to the extension going "operative" (when the extension period starts), and the member must reenlist for two years beyond the existing EAOS (as extended). If a member has a 24-month non-operative extension (the extension start date has not yet been reached), and the "new" EAOS is two years past the current extended EAOS; the non-operative extension will not count against the member's SRB total.

Examples. PO2 Jane Smith, SSN 123-45-6789; EAOS (YYMMDD) 000601; Non-operative extension of 24 months, extends EAOS to 020601. If this member opts to cancel the extension to SRB reenlist, her new minimum EAOS would need to be **040601**, (*EAOS plus two years*).

Case A: PO2 Smith desires a four-year reenlistment on 000501; the new EAOS would be 040430. But this is less than **040601**, so the member would not be eligible to draw SRB for the 24-month extension. 48 month reenlistment – 1 month (time remaining to EAOS: 000601) – 24 month extension (cannot be canceled because the new EAOS is less than 040601) = 23 months of SRB.

Case B: PO2 Smith desires a four-year reenlistment on 000601; the new EAOS would be 040530, and this equals **040601**, so the member is eligible for the SRB (48 months – 0 months early – 0 (extension canceled) = 48 months of SRB.

Case C: PO2 Smith desires a five-year reenlistment on 000501, new EAOS 050530 > **040601**; therefore, 60 months – 1 month (early prior to EAOS) – 0 (extension doesn't count) = 59 months of SRB.

OBLISERVE to train:
How does it work? This option is designed for individuals who are currently not receiving an SRB, or are willing to convert to a rating that is SRB eligible. If a member's EAOS were to expire prior to the graduation date from training for an NEC that is SRB eligible, this option is for them. To start this process, the member (working with his Navy Career Counselor) requests approval from the detailee and enlisted

community manager (ECM). The detailee and ECM determine the required length of the extension; typically this would be for at least a year, but could be for up to 48-months (based on such factors as DOD area tour requirements, training guarantee requirement, etc.). With their approval, the member submits an SRB precert request to PERS-815. When the SRB precert is approved, the member then signs an extension of enlistment.

Following the member's graduation from the school, the member will be allowed to reenlist for SRB at the award level in effect at the time of the precert approval and draw the full SRB. If the level goes up, the member will have to submit another SRB precert at the higher award level. If the member reenlists for 48 months after graduation, the member draws 48 months of SRB. The unused portion of the extension will be canceled and will not be deducted from the SRB computation.

I hope this makes things a little clearer. If you still have questions, do not hesitate to call the SRB help desk at DSN 882-2623, Comm (901) 874-2623.

MMC(SS) Mark Ogle
SRB/STAR Manager
PERS-815D2

Aviation Mechanical Community Update

Recruiting. Is it my turn to “sell” the Navy as a viable career? This question has probably occupied your focus lately, especially those who are in the orders negotiation window. Remember that recruiting duty is being endorsed as a volunteer program. It can be career enhancing and extremely rewarding in terms of making a significant contribution toward the Navy’s overall readiness.

Recruiting and retention are all hands efforts. I am sure that you are aware of the manning challenges the Navy, as well as the rest of the military, is now facing. Amid all the excitement and job accomplishments, the fact remains that because of various reasons, we are working harder and accomplishing a lot more with less, which at times can result to indifference and bitterness toward one’s work environment.

This is where a positive outlook comes into play. No matter how “bad” things may get, there are still positive attributes about these experiences that enrich our personal and professional growth. The experience one would get from being on the flight deck, working on the flight line and the hangar bay will certainly be a lasting one.

A quick attitude check among shipmates will probably go from one extreme to the other, somewhat similar to this: “We work too hard and I hope that things could get better. I can’t wait for my next set of orders or get out of the Navy” or “This place is great. I wish I could spend another cruise with the command.” These may be sentiments borne out of frustrations, and on the other spectrum, total satisfaction to one’s work environment. That said, I can almost assure that once transferred to another command or separated from the Navy, one can look back and reminisce about the good times they had with shipmates from their last ship or squadron. Some may even claim that their last command was the best so far and will continue to be better as we progress through the ranks and experience level.

Recruiting not only involve those who actively seek to enlist civilians into the Navy, this effort also

requires active participation from all of us who are now experiencing the excitement and challenges of being a Sailor. Simply sharing our experiences with our friends and relatives can expand their understanding and full appreciation of our responsibilities and contribution to our nation’s defense.

Our overall quality of life is improving and will continue to get better. I encourage you to enjoy it to the fullest. Again, keep up the good work, look at your next career milestone, focus on your long-range plan, and most of all, stay Navy!

*CDR Rick Sadsad
Aviation Mechanical ECM
N132D1*

Surface Propulsion: Planning For Advancement

Divisional Career Counselors and LPOs should ensure they review the semi-annual CREO/REGA message when counseling their undesignated FN on rating exam opportunities. The message not only outlines projected advancement opportunity for E4 thru E6, it also states whether “A” School or BUPERS approval is required for FN to take the exam. We continue to see Sailors taking exams they are not eligible or approved for, which results in exam invalidation. The CREO/REGA message is a valuable tool that should be included in divisional training.

On a different note, recruiting is now open to E4s, and is career enhancing for all paygrades. As the Navy ends its drawdown, we have a greater need for recruits and recruiters. Please think hard about putting recruiting duty on the top of your list of billet choices.

Continued on next page

ECMs and Technical Advisors

Hull, Mechanical, and Electrical: Shore Duty Often Means Recruiting

I'm HTCS (SW/AW) Kathy Hansen, just reporting from the USS Kitty Hawk (CV 63) in Yokosuka, Japan. Those of you who have not had the opportunity to serve with our Forward Deployed Naval Forces (FDNF), or any overseas duty, you're missing out on a great experience.

Everyone should plan on at least one tour overseas during their career, and it's career enhancing. I'm looking forward to serving as your Enlisted Community Manager.

Coming from the fleet and personally feeling the impact the drawdown had on the Navy, I believe the recent increase in recruiting billets are sorely needed. Recruiting is now open for E4s and is career enhancing for all paygrades.

Not all of the hull, mechanical and electrical ratings have billet requirements for recruiting duty. For instance, the MR rating is shore intensive, therefore their billet base mainly consists of in-rate assignments. A sea intensive rating such as DC may have more general type shore billets, such as recruiting duty. However, all ratings may be offered recruiting assignments if vacancies occur.

Below are the rating breakdowns for recruiting billets (9585) in relation to their existing shore duty (Type 1 and Type 6) billet base.

Rating	Shore Billets	Recruiting Billets	% of Shore Billet Base
DC2	397	106	27%
DC1	289	43	15%
DCC	189	34	18%
EM2	546	73	13%
EM1	442	55	12%
EMC	280	57	20%
HT2	605	13	2%
HT1	372	22	6%
HTC	185	17	9%
IC2	323	28	9%
IC1	224	17	8%
ICC	86	2	2%
MR2	203	11	5%
MR1	122	1	1%
MRC	47	4	9%

Surface Propulsion, continued

Continue to visit the Surface Main Propulsion Web Site for rating information and career planning. We update our briefs monthly, and continue to solicit inputs on what you, the Sailor, want to learn about in your career goals and progression.

GSCS (SW) Antone Stanek, USN
Surface Main Propulsion Technical Advisor
N132D3A

Once again, continue to visit our web site for rating information and career planning. We update our briefs monthly, and we continue to solicit inputs on what you, the Sailor, want to learn about in your career goals and progression.

HTCS (SW/AW) Kathy A. Hansen
Hull, Mech. & Elec. Technical Advisor
N132D4A

LINK E-mail address:
link@persnet.navy.mil

Combat Systems: Telling the Navy Story

Sailors in the combat systems ratings have received extensive technical training, as well as “hands on” experience on weapon systems and various types of support equipment. The training has given our technicians rewarding experiences that will last a lifetime. With your extensive knowledge of the “Navy way,” you have become prime candidates to take the Navy message home.

After your challenging sea tour, it's time to share those experiences with friends and relatives back home. As you plan for your next tour of duty, give every possible consideration to a tour in recruiting. Americans in this day and age have very little exposure to the military culture and lifestyle. More importantly, the Navy's next generation of Sailors have very little knowledge of the Navy's role in international events. Your experiences at sea and ashore, during fleet exercises and port calls, will only increase their interest and understanding of what you really do for a living. You can even relate stories of those “midnight” emergency repairs to critical shipboard electronic and weapon systems that saved the day for your ship. As surface warriors, you bring the full story to America's heartland about the Navy and its mission. It's a story that must be told.

There are countless benefits of recruiting duty. One of the incentives is proficiency pay in the amount of \$375.00 per month that starts when you enter your designated recruiting district. There's also an advancement program that enables recruiters to advance, up to chief, for exceptional productivity. There is even a provision for earning sea duty credit for selected Navy Recruiting Districts. Since most surface combat systems ratings are sea intensive, choosing a recruiting district that awards sea duty credit reduces your prescribed sea tour when you return to a ship. Finally, completion of a successful recruiting tour guarantees choice of coast for your follow-on assignment.

Of course, there are specific eligibility requirements that must be met before becoming a re-

cruiter. They include a special program screening assessment that contains a performance and disciplinary review, and a physical readiness check. The tour length is 36 months, and obligated service is required before execution of orders.

There are 434 surface combat system Sailors recruiting, in paygrades E4 to E9. All six ratings are represented across the 50 states that make up our great nation. In these Sailors our Navy places trust and confidence that their recruiting efforts will result in top quality recruits to crew our high tech warships and carry on the Navy legacy. It is time for the Navy to put its trust in you! Take the recruiting challenge!

CDR Chuck Neary
Surface Combat Systems Ratings ECM
N132D5

New Sea/Shore Rotations

Finding the latest sea/shore rotations for your rating on the Internet is as easy as 1-2-3, at

<http://www.bupers.navy.mil>

1. Click on the  button.
2. Click on “NAVADMINs.”
3. Click on “NAVADMIN 2000,” and “026/00.”

Training is the Future of Surface Ops

We've all heard the words about network centric warfare, but what does it mean to you as an individual Sailor? If it is as important as many say - and it is - then it means specific things to every Sailor in the Navy. Without going too "geek" on you, here's a way to look at what network centric warfare, the information age, and a new Navy term called knowledge superiority mean to you.

As information systems become common at sea and ashore as a tool for doing business, we all need the right skills to make the best use of PCs and networks. The right skills means understanding safe computing and security (cyberspace is not that friendly to the Navy), and knowing the difference between having lots of data and having information you can use when you need it.

Whether you want to send E-mail from sea to someone you love, or conduct warfare in the information age, you need training. We have taken many steps to get specialized skills to you, and will do so for the rest of your career.

The "main battery" ratings for this world are IT, CT, and FT. "A" and "C" schools for these ratings have undergone gigantic changes over the past few years to build the skills we need to win. Because many more Sailors than ITs and CTs need technical training, Web-based training is available to you at the click of a mouse, at <http://usn.netg.com>.

CINCLANTFLT and CINCPACFLT training shops have established similar network training for 1,000 Sailors per coast, with on-line mentoring.

A networking schoolhouse sponsored by Cisco (the Internet company) recently started teaching modules of network, router, and system instruction at ATGLANT. COs will be able to send anyone (regardless of rating) to this training. Cisco academies and courses will follow at fleet concentration areas.

All Navy training - schoolhouse and Web-based - is being rated against college and commercial instruction for equivalency. For example, the eight-

week Information Systems Administrator Course (NEC 2735) is good for six hours of college credit already! Certification equivalency under Microsoft and other professional institutions is coming soon, so you'll not only get the training you need in the Navy, you'll carry the credentials industry understands.

The real story here is that the Navy is committed to getting you the right skills and the specialized skills you need to kick RAM on all the seven seas, and to provide you with the kind of training you'll

need in the future. The power of shared understanding - knowledge we use, not hoard - will be the Navy's motto in this century.

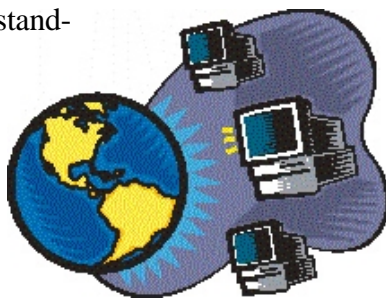
Surface Ops Ratings and Recruiting. Most of the Surface Operations ratings are sea intensive. Historically, when fleet Sailors in sea-intensive ratings went to shore duty, they could often count on taking

jobs that were in no way related to their rating. As such, a challenge each of you faces as you transfer ashore is, "Where can you best serve the Navy and your own career?" The number one such job in the Navy is that of Navy recruiter.

Any Sailor in a surface operations rating has the opportunity to serve as a recruiter, and all are encouraged to do so. Call your detailer when you come up for orders and see if you have what it takes to succeed in this most critical of skills!

The following IT rating NECs will soon, or continue to be, earned via on the job training and individual course completion: 2379, 2735, 2779, 2780 and 2781. A NAVADMIN will soon be on the street detailing eligibility. All those NECs are currently receiving SRB.

*LCDR Scott Chapman
Surface Operations Ratings ECM
N132D6*



CTM - Always Look Five Years Ahead

Selection boards for master chief and senior chief will be completed by the time you read this, and the selection board for chief will be held shortly. This might be a good time to review some of the factors for advancement that I'm aware of, which have been common among boards for the last 15 years.

Sustained superior performance. The number one factor as documented in your FITREPs and evaluations. Items the boards look at are the command's advancement recommendation, peer ranking, readiness to accept responsibility, and demonstrated leadership and supervision (if not directly supervising, then demonstrated in command collateral duties or community functions).

Career History. Following normal rotation, diversity in assignments and progression in responsibility are all considered. Breadth of experience, warfare/MTS qualifications (where possible), and special assignments are all indicators of initiative and will give a leg up on the competition.

Initiative. In addition to qualifications, education and self-improvement outside of your normal area of responsibility are factors. Awards and even your exam score are considered in this area.

Review your microfiche record and your Enlisted Summary Record (ESR) to ensure accuracy prior to the boards. This is your responsibility, so plan for time to make corrections if necessary. If you send a package to the board, ensure it is clear, concise and neat. Do not duplicate information already present in your microfiche or ESR. Include recent commendations or awards, missing evaluations or fitness reports, recent qualifications and Page 4 entries of recently completed courses.

Successful advancement begins with early career planning, five years or more, before you plan to be before a board. Talk to your chiefs for their

perspective on what you can do to better your chances for advancement. Pick the hard jobs and do what it takes to be successful in them. Advancement is a combination of good career choices, hard work, opportunity and some luck. In most cases, planning and patience will pay off. Once the results are out, I will post the profiles on my Web Site.

Sea/shore rotation numbers should be out by the time you read this. They changed slightly to better correspond with the percentages of CONUS/OUTUS billets.

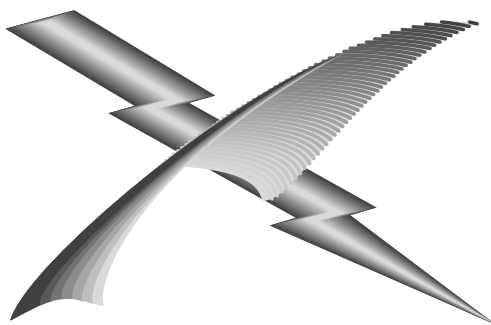
Work is progressing on the merger of the

CTMs and CTOs into what is now being termed the CTN (Networks). We will see the CTMs and CTOs sharing the first 56 days of "A" school in the near future as a first step toward the merger. Working groups will continue to meet at CNSG, working out mission requirements, billet structure

and other details of the new rating. I will keep you posted in these articles and on my Web Page of developments as they occur. This is an exciting time to be in the Cryptologic field. Many advanced technology opportunities will present themselves in the next few years that will seem amazing compared to the past. We are already on that path, but things will just keep getting better.

In the next quarter I will be updating my Web Site. As always, please don't hesitate to write with suggestions, comments and questions. You can find me through my Web Site at <http://www.bupers.navy.mil/pers2/N132D8/ctm/ctm.htm>, or E-mail me at n132d8c@bupers.navy.mil.

*CTMCM(SW) David W. Scheid
CTM Technical Advisor
N132D8C*



CTO - Sea/Shore Rotation Changes

First of all, congratulations to our new senior and master chiefs! Your promotions mark the culmination of years of hard work and superior service. Well done!

I wanted to take a little bit of your time this issue discussing our new sea/shore rotation. By now, the message should be out, and I wanted to explain the thought process behind the changes we made. OUTUS/CONUS rotation is mainly a result of the number of billets we have and how they are distributed. For E1 through E5, approximately 40 percent of our billets are overseas and 30 percent at sea, which are credited as OUTUS tours. As a result, you can expect to have two OUTUS tours (one of which is a sea tour) prior to having a stateside tour.

E6 rotation was changed this year due in part to a loss of some overseas billets. About 50 percent of E6 billets are OUTUS. As a result, rotation was changed from 2/1 to 1/1. Keep in mind that of our 391 E6 billets, more than 100 are at sea, so chances are your OUTUS tour as an E6 could easily be at sea. We also changed the E9 rotation to 3/1 based on the fact that 74 percent of E9 billets are in CONUS. Of course, all of the above carries the caveat: "the needs of the Navy."

CTN update. CNET recently held a working group at NTTC Corry Station, Fla., that was tasked with taking a look at

merging the CTM and CTO "A" schools. The result was a recommendation to CNO that we combine 56 days of computer and network training. If approved, CTMs and CTOs will sit together for their first 56 days of "A" school. The CTO candidate will then go on to 13 days of messaging and graduation for a total of 70 days. We hope that the resultant technician will be equipped with the necessary tools to tackle

the tough networking jobs with less OJT at the field sites. We're moving in a direction that will allow the future "N" brancher to continue with more advanced training.

Keep charging and good luck on the March advancement exams! As always, don't hesitate to give me a call or an E-mail.

*CTOCM(AW/NAC) Steve Jewell
CTO Technical Advisor
N132D8D*

CTR - New Technical Advisor

First of all, I would like to wish the traditional "Fair Winds and Following Seas" to CTRCM(SW/AW) Woodcock on the occasion of his transfer to the Fleet Reserve. We wish him the best in his future endeavors.

I am CTRCS(SW) Bob Ouellette. I am honored to act on your behalf, and am looking forward to meeting with the Sailors within our community. There is no way that I can do this job alone. I need the help and input of all the CTRs in the community. If you have any suggestions or need any advice, feel free to call or E-mail me anytime. We have one of the best communities in the claimancy, and with your help we can make it even better.

I'd like to congratulate all those first class petty officers that are board eligible for chief petty officer. You should be in the

process of getting your packages together to send to the board. Keep in mind that selection board members have a limited amount of time to review each package. Submissions should only include updates to your microfiche/ESR and your latest evaluation/recent awards. Don't waste the board's time by sending pictures, letters explaining why you should get promoted, or yard of the month certificates. If you are not sure what to send, talk to members of your chain of command.

Those who didn't make the board or who are eligible for chief next year, ***study!*** Your record can't get looked at if you don't make the board. Scores in the 40s and low 50s aren't going to make it. Start studying early.

*CTRCS(SW) Bob Ouellette
CTR Technical Advisor
N132D8E*

CTT- Challenge and Motivate Sailors

The CTT/EW merger has been approved! As most of you know, the merger of the CTT and EW ratings was approved by the Secretary of the Navy in December. I will keep you posted on new information regarding the merger as it becomes available.

Our primary focus in merging is to meet fleet requirements in the future. With this merger, each of us has the opportunity to mold the future of ELINT and EW. With the advancement of technology and the wide range of threats, the CTT/EW operator will have to be better and more able to provide quick response and analysis to protect the fleet.

Within the next three years, everyone will see changes in technology, training and new requirements. As a community, we will need to continue to advance our knowledge of all new technology, and find better ways to provide support that will keep our ratings on the leading edge.

Challenge and motivate! Congratulations to everyone who was advanced this last cycle. For those who missed the mark, keep studying. Hopefully, over the next year advancements will level out and become more stable. It will be up to each of you to ensure you study the available

material, and do all you can to become more knowledgeable. Look for assignments and challenges that give you a step up for the next advancement cycle.

The requirements for the CTT of the future continue to change. To meet these challenges, we must recruit and keep individuals in the Navy. Sailors coming out of boot camp are motivated and ready to learn. It's up to each of us to keep them that way. Challenge our people and they will stay motivated.

*CTTCM (NAC) R. J. Hinkle
CTT Technical Advisor
N132D8F*

Submarine Non-Nuclear Update

Recruiting. Today's recruiting market is tough, and we all are affected by it. New recruits are necessary to sustain our force structure. Recognizing this, every one of us is a potential recruiter. With the new Bluejacket HARP initiative and the emphasis on volunteers in recruiting, we can all help in the recruiting mission. It doesn't stop there. If you're invited to speak at your child's school or attend an event, take the opportunity to talk up the Navy. It makes a difference!

Advancement Opportunity. In previous *LINK* articles, we have been espousing the bright outlook for increased advancement opportunity. Many are questioning this, based on the September 99 advancement exam results. Although every rating is different, the submarine force, in general, has seen an increase in the number of advancements. Quotas for advancement off the exam are

competing against quotas taken up by those Sailors who make rate by STAR reenlistment (to E5), the Command Advancement Program or the Recruiting Excellence Incentive Program. My advice to first termers (most ratings have a STAR option) worried about advancement, particularly to E5: seriously consider your STAR reenlistment options and SRB multiple. Talk to your detailer, and *stay Navy*.

Advancement Exam Scoring. We've received many questions on standard scores and what determines whether you pass or fail. There's a great Web Site at www.cnet.navy.mil/netpdtc that should answer most questions.

Your standard score is a reflection of how well you did compared to your peers taking the same test. Your raw score determines whether you pass or fail. In order to pass the exam, you must success-

Continued on next page

TAR Enlisted Community Managers Corner

Outstanding news for the TAR program! ALNAV 271-99 announced SRB eligibility for select TAR ratings and NECs. This is the first time SRB had been available for TARs. Targeted rates are AC, ET, IT, and NECs 8226 (Airborne Mine Countermeasures) and 8252 (C-130 Flight Engineer). Award levels are announced in the ALNAV

Submarine Non-Nuclear, Continued from previous page

fully answer a minimum number of questions dependent on the paygrade of the exam being taken. You must correctly answer more questions to pass the E6 exam, than for the E5 exam, than for the E4 exam. We recently saw one individual who had a better standard score on the September exam compared to the March exam; he passed the March exam, but failed the September exam. This is unusual, though not impossible, particularly if a lot of people do poorly on the same exam.

Strikers for the ET and MM ratings need to submit NAVPERS 1221s (NEC Change Requests). If you have successfully passed and “struck” into the MM weapons or auxiliary division, then you are deserving of either the NEC 4232 or 4230 NEC, respectively. To get this NEC assigned, submit a NAVPERS 1221 (found in the NEC manual) requesting this NEC be awarded. For ET strikers, once your 14NO, 14RO, or 14TO NEC requirements are completed, submit a NAVPERS 1221!

In closing, I would like to welcome aboard LCDR Christopher Kaiser, reporting from USS SALT LAKE CITY (SSN 716), where he served as XO. LCDR Kaiser is relieving me, and I am off to the prospective commanding officer pipeline.

*CDR Randy Richards
Submarine Non-nuclear Enlisted Community Manager
N132D9*

message. In addition, those qualified to train to the 8226 or 8252 NECs may be eligible for SRB under the OBLISERV to train option (where SRB is guaranteed, paid only when training is completed).

The AC rating is the only TAR aviation rating considered critical at this time. There is also a critical need for the following NECs: 8215, 8226, 8250, 8251, 8252, and 8289. All aircrewmembers (E4-E5) are strongly encouraged to apply. Specific manning information with regard to rates, NECs, and paygrades is available by contacting us.

The following surface ratings are highly encouraged to convert to TAR: ET1-ET3, IM2-3, HM2 (IDC candidates only), HT2, DK, and SK2-3. Other ratings/paygrades will be considered on a case-by-case basis.

Recruiting qualified candidates for critical ratings/NECs remains a priority for the TAR program. The drill weekend is the perfect opportunity to get the word out. Consider posting this section of *LINK* on your bulletin boards. Our mission is to train and mobilize SELRES. Everyone in uniform is encouraged to join the recruiting effort.

The TAR community offers many opportunities to continue your naval career. Those interested in conversion should check the NPC Web Site for more information, at <http://www.bupers.navy.mil/codes/pers2/p22news.htm>, and click on TAR. In addition, Chapter 22 of the Enlisted Transfer Manual contains specific procedures for submitting your application. Applicants are processed by PERS-913 in Millington. Please feel free to contact us with any questions related to manning or advancement opportunities in specific rates, or if you experience any difficulties with your package. Those with critical rates or NECs (defined in this article) should call us when submitting an application, so that we can assist you.

*CDR Steve Richey
TAR Enlisted Community Manager
N132D11*

Preparing for Naval Justice School

Were you recruited and selected for legalman? Congratulations! Here are some thoughts on how best to successfully complete the Legalman "A" School. As any recent graduate of the Naval Justice School will tell you, the LN Conversion Course is one of the toughest courses the administrative ratings have to offer. So how can you prepare yourself for Naval Justice School?

First, maintain the motivation that got you recruited or enabled you to obtain the recommendation that resulted in your selection for conversion. It takes a strong desire to become a legalman.

Second, maintain your typing skills. I'm sure you recall taking the typing test for inclusion in your conversion package. If you struggled with it or barely squeezed by with the minimum requirement of 40 words per minute, it is imperative that you continue to practice your typing. Typing skills are essential for successful course completion. During the first week, you will be required to type out at 40 words per minute. If you cannot, you face the strong possibility of being disenrolled. Check with your training officer, as there are many typing tutorials available.

Third, if your computer literacy consists of being able to

participate in chat rooms, answer E-mail, download jokes, and play computer games, I strongly urge you to take a basic word processing course. The Navy currently uses "Word" as its word processing software. The Navy also offers a number of training courses in "Word" programs, free of charge. Contact your training



officer or ESO to find out when these courses are offered.

Fourth, and maybe most important of all, brush up on those English skills. They are not only a vital part of the legalman rate, they play a very important role in your ability to complete the course. If your English skills are weak, and you haven't already done so, you should complete the Functional Skills Course. Again, contact your ESO for dates and locations.

Lastly, while there is no requirement to have prior legal office training, it is strongly recommended. Inquire if your command is willing to give you

the opportunity to go TAD to either a Naval Legal Service Office (NLSO), Trial Service Office (TSO), or even your command's legal office. Additionally, the NLSOs and TSOs routinely offer professional development training for area legalman. Contact the senior enlisted advisor of the nearest

legal office and get their training schedule. They are usually more than happy to include you in their training. Having some familiarity with legal terminology and legal forms will aid in a better understanding of course material.

If you have any questions about the course, go to the source.

Contact the Naval Justice School at DSN 948-3807 (extensions 154, 151, or 147). The school has a staff of elite legalmen who are more than happy to answer your questions and ease some of your concerns. Don't merely rely upon what other legalmen are telling you about the school. The course is reviewed after each class and changes are made based on class critiques and input from the fleet.

Welcome to the legalman rate and all the best on future assignments.

*LCDR Doug Rhoades
Legal Enlisted Community Manager
N132D14*

Seabees: Take a Look at Recruiting

Hello Seabees. I'm getting settled in the Washington, D.C. area, and I'm looking forward to providing you with the best possible community management. I encourage you to E-mail or call with questions or comments about the state and future of the Seabee community.

CNRC is accepting requests from petty officers third class for recruiting duty. Like always, members must be top performers. General research on the Internet, articles in *LINK*, and personal accounts (positive and negative) from prior recruiters will help you make the decision. For those interested, don't forget to talk to your detailer. You must be released from the Seabee community for recruiting. The benefits are great: Extra pay and allowances, sea duty credit for some areas and increased advancement opportunity, just to name a few. Going to recruiting for a change of pace, location, or the benefits shouldn't be the only reasons.

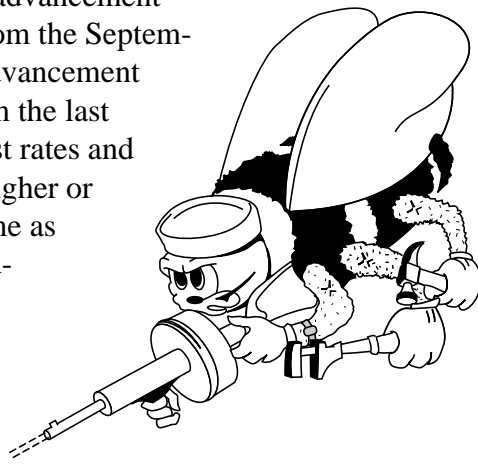
Let me tell you about my experience from 42 one-month tours of successful recruiting. I say that because each month is totally different, and unpredictable at times. To be successful in recruiting, you need to be able to talk to people about your work and life in the Navy, good and bad. Then convince them to join because it's not just another job option, it's the right thing to do. The hours are long; 12 – 16 hour days are not uncommon for those who want the highest rewards. Picking someone up at 0300 for processing will happen. You'll make hundreds of phone calls a month, and some aren't pleasant conversations. Recruiting is not for everyone. It's best described as a great roller coaster ride. One day you're at the bottom with no one joining to your credit, the next day, someone walks in the office and says, "I want to join the Navy, and want to be a Seabee." My overall experience was very rewarding even though I had some terrible days. Having a positive attitude and persistence are half the battle. I would do it again at the same stage in my career. As I mentioned earlier, recruiting is not for everyone,

but I believe it's a great tour for those having long career goals with the Navy.

Seabee advancement was better from the September exam. Advancement numbers from the last cycle for most rates and ranks were higher or about the same as last cycle. Advancement opportunity is based on funding and vacancies.

Opportunities change because Enlisted Programmed Authorization for each rate changes frequently. Predicting the number of vacancies is based on retention and other losses. This is challenging and we must be cautious to avoid over estimating. While advancement is competitive at every level, please remember that overall good performance is the way to be advanced. Congratulations to those selected. Those who weren't selected, don't get discouraged. Keep charging and you'll be rewarded. Have a great Seabee day.

*EACS(SCW) Mark A. Nelson
Assistant Seabee Community Manager
N132D16A*



**Navy
College
Program
Online**



<http://www.navycollege.navy.mil>

Nuclear Enlisted Community Update

As the Nuclear ECM, I determine the nuclear field recruiting mission that Commander, Naval Recruiting Command (CNRC) is responsible for bringing into the Navy each fiscal year. In simple terms, this number is based on first sea tour manning requirements and a correction for recruit training and nuclear field training pipeline attritions. The recruiters receive their mission and then work the next fiscal year obtaining candidates for assignment to the nuclear field. Key to that effort is not only the nearly 5,000 general recruiters in the field, but specifically the Nuclear Field Coordinators who assist in the search for qualified candidates. For recruits who require enlistment waivers, my office adjudicates the waiver request by CNRC and makes the final determination for enlistment into the U.S. Navy and the nuclear field.

Recruiting is a foundation cornerstone to the long-term health of the nuclear field, as well as the rest of the Navy. As mentioned in my *LINK* article last quarter, the nuclear field has established a goal of 65 percent for the Delayed Entry Program (DEP). A strong DEP is a key ingredient in support of the long-term health every community needs. This year we are again sending additional recruiters nation-wide to bring into the Navy the best and brightest people this nation has to offer.

Every accessed Sailor is a valuable member of the Navy and nuclear field team. The nuclear field took a hard look at training pipeline attrition, much like the ongoing fleet attrition reduction efforts. By improving nuclear field training pipeline effectiveness, restructuring the nuclear field test and acceptance requirements, and adding to CNRC's own efforts to provide viable recruiter incentives, a marked improvement in recruiting mission attainment and lower pipeline attrition was realized. CNRC was then able to substantially reduce their annual recruiting mission last fiscal year, and the fleet is now seeing a greater number of personnel

report from the NPTUs to their first sea tour assignments. For further manning update details, take a look at CNO WASHINGTON DC//N133// message of 101010Z NOV 99. For more ways fleet personnel can assist in recruiting efforts, see BUPERSINST 1150.1 on Hometown Area Recruiting Program (HARP), MILPERSMAN article 1050-220 on Recruiting Assistance Leave Program (RAP), and NAVADMIN 003/00 message of 081012Z JAN 00. The latter is a new initiative that pays the travel expenses for qualified Sailors to return to their hometown on two weeks or

more of HARP recruiting duty. Check out those references and help CNRC help the Navy in this critical area.

Lastly, plug into a rapidly expanding program—The Navy College Program (NCP). This program contains a wealth of information on American Council on Education (ACE) recommended credits for

Navy training (SMART transcripts), college preparation, college credit, academic advice, financial aid (loans, grants and tuition assistance), PACE, and the new Navy College Office and Center. The entire nuclear field training pipeline has been assessed with uniformly superior results, thus verifying the extensive nature and unsurpassed quality of the U.S. Navy nuclear operator training program. In fact, the combined total credit-hour recommendation is upwards of 80 semester hours. Also, Sailors earn credit through advancement.

To find out more, read NAVADMIN 299/99, or visit the Navy College Web Site at <http://www.navycollege.navy.mil>. At the Web Site you can find information on this program, as well as links to DANTES, SOCNAV, ACE, Navy training courses and more. Sign up with the NCP and complete your college degree while on active duty!

CDR David S. Ratte
Nuclear Enlisted Program and Community Manager
N133D



Ten Ways to Help the Nuclear Sailor

I'm ETCM(SS) Curt Haggard, the Nuclear Quality Control Advisor. The most rewarding aspect of my job here in D.C. is screening requests for young men and women to join our Navy in the Naval Nuclear Propulsion Program. Admiral Rickover's philosophy was to "Get 'em young and train 'em right!" This is as true today as it was 50 years ago.

To ensure our youngest Sailors (no longer "Recruits") receive your best effort, here is my "Top Ten List:"

#10. Use E-mail for questions regarding NEC processing or how to approach special situations.

9. Go to my Home Page (<http://www.bupers.navy.mil>), then "Community Managers," "ECMs," and "NUCs." You'll find my recent *LINK* articles and

references. You can also search the Web for "N133D2" to find me.

8. Keep a year's worth of *LINKs* on hand for reference—they are also available on-line on the BUPERS Web Site.

7. Check out the BUPERS Home Page "What's New" section.

6. Make sure that when a shipmate has completed the requirements for a supervisory NEC, including Senior In Rate qualifications, that you recommend the change.

5. Use the correct address. Paperwork that goes to Millington slows down the process significantly. Do not send nuclear NEC change requests to EPMAC or BUPERS, send them or fax them to me.

4. There is no substitute for taking a sincere, personal

interest in our Sailors. Help your shipmates order and review their microfiche and Enlisted Summary Records.

3. Check in with your detailer in PERS-403. Keep the lines of communication open.

2. Use the fax machine to send paperwork (1221s, medical paperwork, etc...) to me (the number is below). Always verify receipt, use a good fax cover sheet, and call me the following day to answer any questions that I may have.

And, the #1 thing you can do to help me help you: Stay involved; follow up on requests or issues; call me right away with any questions. My E-mail is n133d2@bupers.navy.mil.

*ETCM(SS) Curt Haggard
Nuclear Quality Control Advisor
N133D2*



Sending Nuclear NEC Change Requests

By FEDEX

DCNO (M&P)
2 Navy Annex, Room 3636
Washington, D.C.
20370-0133

By USPS

DCNO (M&P)
2 Navy Annex
Washington, D.C.
20370-0133

By FAX*

DSN 227-7751
Comm (703) 697-7751

Voice DSN 225-3301, Comm (703) 695-3301.

E-mail n133d2@bupers.navy.mil

* always verify fax receipt by phone.

Enlisted Submarine Pay Program

My primary role as Enlisted Submarine Pay (SUBPAY) Program Monitor is to fix problems that Sailors have with their SUBPAY. In this article I will discuss common problems experienced in the fleet with SUBPAY.

Maintaining SUBPAY

Eligibility. To continue to draw Continuous Submarine Duty Incentive Pay (CONSUBPAY) when not serving onboard a submarine, you must maintain your eligibility for it. By design, CONSUBPAY is for career submarine Sailors. As such, the two biggest considerations are whether or not you have spent enough time assigned to submarine duty, and whether you are going back to a submarine for a sufficient amount of time after your non-submarine tour. Both criteria have to be satisfied for you to continue to draw CONSUBPAY. Attainment of your 12 or 18 year career screening gates determines if you have spent sufficient time in submarine assignments. The length of obligated service (OBLISERV) you have until your EAOS after your non-submarine tour ends determines the second criteria.

OBLISERV. SECNAVINST 7220.80E, the SUBPAY instruction, defines sufficient time to return to submarine duty as 14 months beyond your Projected Rotation Date (PRD) when not serving on a submarine. In the

year that I have been the SUBPAY Monitor, this is by far the most common problem I have seen in the fleet for stoppage of CONSUBPAY. Common pitfalls include personnel transferring to shore duty from a submarine without 14 months of OBLISERV beyond their PRD, transfers from shore to a tender or other non-sub assignment without incurring additional OBLISERV beyond the second assignment, and PRD changes or staying ashore into the 14 months of OBLISERV that is required for CONSUBPAY. If at any point you no longer have the required OBLISERV, your CONSUBPAY will stop and will not be restored until you again have sufficient time to return to submarine duty. When at least 14 months of OBLISERV have been regained by extension or reenlistment, your CONSUBPAY will start again effective the date of the extension or reenlistment. It will not, however, be paid retroactively from the day it stopped.

OPSUBPAY and ride time.

Some of you who are not entitled to CONSUBPAY, and are not part of a submarine crew, are entitled to Operational Submarine Duty Incentive Pay (OPSUBPAY). If you are assigned to one of the submarine command staffs or miscellaneous commands and billets listed in enclosure (8) of the SUBPAY instruction, and your job requires you to ride submarines, you earn a month of

From the Sub Pay Program Monitor

OPSUBPAY for 48 hours of ride time each month. Ride time rules are complex, but I will cover the basics here: 48 hours of ride time each month are required for one month of OPSUBPAY, but a grace period exists where hours in excess of 48 in one month can be banked for use over the next five months. Concerning the grace period, if in the first month you do not receive 48 hours but you do obtain 96 hours in the second month, you earn two months of OPSUBPAY. If you earn no hours in the first two months but receive 144 hours in the third month, you will earn OPSUBPAY for all three months. These are just basic scenarios.

I know computing ride time for OPSUBPAY can be very complex and hard to understand. Thus, if after reading the SUBPAY instruction you find yourself confused about OPSUBPAY and ride time requirements or calculations (or anything else concerning SUBPAY), and can't obtain a satisfactory answer at the local level, call or E-mail me and I'll do my best to clear it up for you.

*EMC(SS) Joseph A. Mangin
Enlisted Sub Pay Program Monitor
N133D3*

Seabees' Variety Keeps Job Interesting

I am LCDR John Heckmann. I relieved LCDR Bob McLean as Head of the Seabee/Special Warfare/Special Operations Assignment Branch in January. In December 1999, I completed a great tour with the professionals of NMCB 5 as their Operations Officer (an assignment that seems to be a prerequisite for this job). I am very excited to continue working for the Seabees and now the Spec War/Spec Ops communities, as well. A special thanks to LCDR McLean for all the hard work and attention he paid to your careers. I will strive to continue his initiatives and ensure this office works for you as your advocate in the assignment process.

During my turnover, I was amazed at how the detailing process works and how dedicated your detailers are to matching you up with the right billet. This is truly where the needs of the Navy meet the needs of the individual. We strive to make both sides happy in the process. This is not just a PR plug. Your detailers want what is best for you, but constraints, such as the myriad of rules and regs in the Enlisted Transfer Manual and general short supply of personnel, make the process challenging.

Here are some detailing thoughts for the Seabees, as I am still learning about the Spec War/Spec Ops issues:

✓ Unique opportunities - The Seabees are much desired the world around, and this translates into billets in a variety of countries and commands.

I don't know how many times I've remarked, "We've got people there?" Personally, I for one didn't join the Navy to sit in one location my entire career. Some see these unique jobs as paying your dues for your career. I see it as one heck of an opportunity your high school buddies couldn't dream of getting.

✓ Talk to your detailer - JASS is a tool for the detailing process, but doesn't replace talking to your detailer. Work with them and let them know your career desires. Maybe we can't make it work for the next tour, but we can for the following tour. The longer you wait to talk to them the fewer opportunities will be available to you.

✓ Warfare qualifications - It's important to the battalions, but also increasingly important to commands outside the NCF. We use the designation as a tiebreaker when considering different candidates for a billet. SCWS makes you competitive for promotion and for choice billets.

Finally, congratulations to all those recently selected for master chief and senior chief. Also, best of luck to those who took the March exams. I am hoping we'll see some great advancement results soon. Good luck at whatever assignment you are at, and have a safe Seabee day!

*LCDR John Heckmann
Branch Head
PERS-401*



Clear a Path to a College Degree!

Find out how much closer to a degree your Navy training and experience brings you. Visit the Navy College Program Web Site at <http://www.navycollege.navy.mil>.

CE/UT - The Real Facts of Recruiting

Can you say *recruiting*? “No way, not me! I’m not going to recruiting duty!” Does this sound like something you would say? Do you know all the facts and figures about recruiting? Have you taken advice from all the “sea lawyers” out there? If this sounds like your response, you should read on!

The Navy is currently short 18,000 Sailors in our personnel inventory. Although that number is Navy-wide, each of us is affected by it every day. Even as small as our Seabee community is, we too are affected by the shortage of people. To help eliminate this shortfall, Commander, Navy Recruiting Command has requested 500 additional recruiters. This is where we need your help!

Are you interested in orders to your hometown or area of choice? How about additional pay? What about the chance to get promoted for outstanding performance? Are you undecided about staying in the Navy? Let’s cover some facts and figures to set the record straight.



✓ If you are in paygrades E4 and E5, we are looking for you! It is proven that personnel in these pay grades perform better and bring more people into the Navy than any other group.

✓ You will earn \$375 per month extra while on recruiting duty.

✓ Performance can pay off through the Recruiting Excellence Incentive Program (REIP). You can be advanced to the next higher pay grade, up to E7, for outstanding performance. This is the only shore duty program that allows such advancements.

✓ Due to the recent push for recruiters, we can offer you a wider range of locations.

Remember, there are limits to this also!

The detailers are doing their best to find volunteers to fill these challenging billets. If this sounds like a job for you, let your rating detailer know when you call for orders.

I look forward to hearing from you!

CEC(SCW) Billy Townsend
CE/UT E6 and below Detailer
PERS-401CD

The Rhyme and Reason of Detailing

When I reported as a detailer to NPC, I thought to myself, “What’s the Navy doing to me?”

I pictured a place quite fancy and clean, with nice private offices guarded by Marines.

Instead it’s a place filled with noise and confusion...as I listened to the detailers, I sure got disillusioned.

The demands of the job are the toughest of all. It’s like borrowing from St. Peter to pay off St. Paul.

The phones are all ringing, the demands are so great...making tough decisions that will determine someone’s fate.

Fleet balance is off, all the commands are crying, the paperwork piles up...boy this job is trying.

Then the Sailor calls with demands and pleas, thinking all along, my detailer is lying to me.

Be sure you document coast to coast, and by the way, log the money you spend each and every day.

Finally it’s 1700 and you think, I’ve made it once more...You wonder if it’s all worth it as you head for the door.

You shut off your computer at secure time. And as you leave, there’s a call on the line.

As I pick up the phone anticipating one more complaint, Instead it’s a call from Chief Petty Officer Paint.

He said, “Senior chief, I received my orders, you’ve made my family and me very happy. So I just wanted to say, thanks for your help, you’ve just made my day.”

I thought as I hung up the phone and sat back in my chair...this job is worth it when someone knows you care!

I have frequently been heard saying, “Seabees are lucky.” I

Continued on next page

BU/SW/EA - New Detailer Arrives

The time has come for me to transfer and write my final article as the BU/SW/EA E6 and below detailer. I would like to leave you with a few things to think about when it is time for you to move on in your careers. Remember, this is your career, and you must take advantage of all the opportunities that are presented. What this means is that you may be required to pick up your gear and move your home and family to a new location to keep the Seabee community adequately manned, and keep your professional growth on track within our community. Is it sometimes painful to make a move? Yes! Can you expect moves in your career? I believe so. Do the detailers try to make it painful? No. If there are billets available in your location and there are no other priority billets that require immediate fills, then the detailer

will keep you in that area. But remember, no billet, no body.

With the challenges that face the Navy now, and that will continue into the future, we will always need motivated, hard charging, physically fit personnel who want rewarding and challenging jobs. One such job would be a tour in recruiting, which provides you the opportunity to serve close to your hometown and can be a very beneficial and rewarding tour for you and your family. If you know of any interested Seabees or are in the window for orders yourself, look at Enlisted Transfer Manual article 9.63, or check out the Web Site: <http://www.bupers.navy.mil/codes/pers4/pers40/pers4010> for more information.

I would like to thank all of you for the opportunity and the privilege to serve as your detailer. I hope that the outcome of our

experiences has been, on the most part, as positive an experience for you as it has been for me. Thanks to your hard work and sterling examples, the Seabees continue to receive praise from commands throughout the world.

Welcome aboard to SW1(SCW)Wagner. I would like to wish him and his family the best, knowing that you will extend him the same professional courtesies that you have shown me during my tour here.

*SWC(SCW) Thiedeman
BU/SW/EA E6 and below Detailer
PERS-401CE*

I'm SC1(SCW) Wagner, new on board from NMCB 133 out of Gulfport, Miss. I wish SWC(SCW) Thiedeman the best at his next tour at NSU State Department.

In the next couple of months during our turnover, I'll be learning what it takes to provide the services to our community, and I'll be talking to you soon. Please do not hesitate to call if you have any questions concerning anything about your career.

*SW1(SCW) Wagner
BU/SW/EA E6 and below Detailer
PERS-401CE*



Rhyme and Reason of Detailing, continued

truly mean it! You have the best detailers any community could ever hope for. Be a straight shooter with them, and I guarantee you'll receive honest, sincere, and personal attention. Believe it or not, this is my last *LINK* article. This has been such a learning experience about the Seabee community and our people. I hope I have passed some of that knowledge to you as I have thoroughly enjoyed serv-

ing our community these past five years. I ask that you give my relief, SWCS(SCW) David Young, coming from NMCB 74, the same education and support you gave me. Take care and have a fine Seabee day!

*EOCS(SCW) Dave Cason
NCF CPO/UCT Detailer
PERS-401CC1*

EO/CM - Unique Billet Opportunities

Are you an E5 or E6 who has been trying to get a "C" school but haven't had much luck? Here's a suggestion. The next time you negotiate orders with your detailer, ask us about schools. We control seats to a number of schools that may be available to you. If you're selected for a set of orders that requires an NEC you don't already have, you will most likely be sent to that school in transit. If the school date and your transfer date don't line up, there is the option of either extending or rolling early to match the class convening date of the school.

For Sailors selected for orders without an NEC attached, there's still a possibility for you to obtain a school during your transfer. If there are seats available for the school that you desire and the school dates line up with your transfer dates, we will put your name in the vacant seat.

After all, it's better to fill the class than to leave the seats vacant. The opportunities are there. All you have to do is ask for them.

For Equipment Operators, I have seats for EO C-1 Advanced (NEC 5710), Water Well Drilling (NEC 5707), Blasting (NEC 5708), and Blasting Rectification. For Construction Mechanics, I have seats for CM C-1 Advanced (NEC 5805).

Unique CM/EO opportunity. Are you a hard charging Alfa Company type looking for a challenge? Does the possibility of repairing and operating the latest high performance equipment sound appealing? How about driving tractor-trailers throughout the U.S., or earning your jump wings (PJ)? Interested in special duty pay? Are you interested in being stationed in Virginia Beach, Va? If the answers are yes, we may be looking for you. CMs

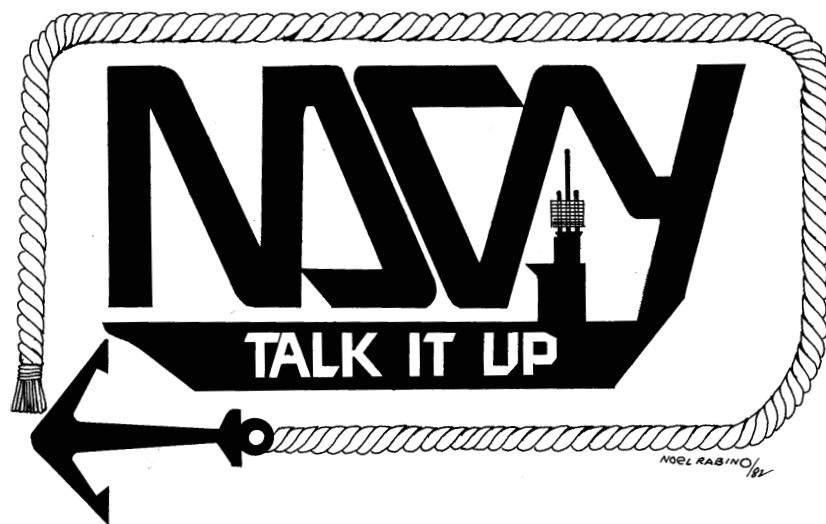
EOs, E3 to E5, are needed at the Naval Special Warfare Development Group.

All personnel joining this group must meet very stringent requirements and be willing to go the extra mile to support the mission. Some requirements include: No NJP, no alcohol related incidents, no police involvement in the previous 3 years, no excessive traffic tickets, no major financial difficulties, and no major medical conditions or problems. Candidates must score an excellent or above on the PRT, be comfortable in the water, and be able to pass the first class swim test within six months of arrival. Finally, SCWS designation is required for all E5s and a big plus for E3s & E4s.

Additionally, there will be short notice overtime, and you'll stand a five-day duty section. Off-duty education or an extra job is unlikely, as you will travel throughout the year. You may be assigned to dispatch, transportation, tool room, DTO, cost control as well as the CESE, Zodiac, or boat shops depending on your rate.

If you're interested and feel you can meet the standards, E-mail va09@norfolk.navy.mil (attn: Logistics Directorate, N4) for further guidance.

*EO1 (SCW) Ted A. Rice
EO/CM E-6 and Below Detailer
PERS-401CF1*



Divers Must Help Recruiting Efforts

Fleet Diver manning is down. While this is not anything new, the twist is that overall Navy manning is down as well. Fewer Sailors make it harder for our source rating detailers to release as many applicants for dive training as we would like. This is bad.

Here are some ideas on what we can do to help the Navy and our community. EOD Training and Evaluation Unit Two in Ft. Story, Va., has a diving show tank that they take all over the East Coast to perform in air shows, fairs and sponsored events. The show consists of divers swimming in a tank with plexiglass windows using MK-16 UBA and SCUBA, while a narrator explains the rigs and the Fleet Diver and EOD communities. There are also MK-5 and MK-21 static displays, diving and EOD T-shirts for sale (all suitable for public viewing), and Navy and diver recruiting pamphlets. The Consolidated Diving Unit in San Diego has started a similar project called "The Bus."

These ideas may sound like a waste of time to some, but the response from just these two recruiting tools is phenomenal, and it enlightens thousands of potential divers and Sailors annually, and motivates some to sign on the dotted line. As the Navy gets healthier, so will the diving community.

While not every command can support this type of effort, there are still many ways to spread the word. Get with local recruiters about briefing area high schools or events where we can display high tech dive gear (DUCTS is extremely popular) and answer questions like, "Do you really breathe liquid oxygen like in the Abyss?" A little time and effort can pay big dividends down the road.

Another way to help is the HARP program. This allows Sailors to recruit for two weeks or more in their hometown, spreading the Navy word. It's a great program and all it costs is two weeks time (CNRC foots the bill). We need to continue to canvass the fleet for qualified applicants. Even though we won't get them all, we still need the balance that their fleet expertise brings.

I would like to congratulate Master Diver Dan Briggs on being selected as the Fleet Diver Detailer, relieving me in June 2000. He is currently stationed at the NUWES range in Washington state and has been around the block... a couple of times. The community will be in good hands during his tour, and I hope he enjoys his opportunity to serve the Navy's finest. Stay wet and dive safe.



*BMCM(SW/MDV) Barry Burgess
Fleet Diver Detailer
PERS-401DC*

SWCC - Details on Advanced NEC

COMNAVSPECWARCOMINST 1300.1 provides the specific requirements for obtaining the advanced SWCC NEC. Sailors choosing to pursue this should start the qualification process as soon as they arrive at their unit. Once recommended by your commanding officer, submit the necessary documentation to the appropriate codes no earlier than one year from your PRD. When you obtain the advanced NEC, more billets are available to you. If you have any questions, talk to your Command Master Chief or your Command Career Counselor (CCC) to help you through the process.

We are still seeking interested personnel, E5 and below, who are motivated and physically fit. Contact your CCC and look up the application procedures in the Naval Military Personnel Manual (article 1220-340). Additional information is also located on our Web Site, at <http://www.bupers.navy.mil/codes/pers4/pers40/pers401/index.html>.

*ENCS(SW/CC) James Ferens
SWCC Detailer
PERS-401DI*

SEAL/DV Vision Standards and Waivers

The following excerpt is taken from BUMED message DTG 291330Z, SEP 99. It outlines the most recent changes in The Manual of the Medical Department (NAVMED P117).

“Excimer Laser Photorefractive Keratectomy (PRK) is not disqualifying for diving/special warfare duty. All other forms of corneal refractive surgery, including Radial Keratotomy (RK) and Laser In Situ Keratomileusis (LASIK) are disqualifying, and waiver recommendations will normally not be considered. Candidates for entry into diving duty, including special operations and special warfare, must have a six-month waiting period following their most recent corneal surgery prior to their qualifying examination. An ophthalmologist or optometrist and an undersea medical officer will determine when designated diving and special warfare personnel may return to full duty following corneal surgery. Personnel electing PRK must receive authorization from their commanding officer prior to the surgery. This provision does not pertain to new accessions to active duty, who must

comply with the refractive surgery policy in the Navy and Marine Corps for new accessions.”

Current vision standards for BUD/S candidates state that the candidate must have uncorrected visual acuity of 20/40 or better in the better eye and 20/70 or better in the other. As a result of the changes discussed above, we are currently and routinely waiving this requirement, provided the candidate meets the following standards: Uncorrected visual acuity of 20/70 or better in the better eye, and 20/100 or better in the other; corrected visual acuity of 20/20 or better; and affirmative eligibility for PRK corrective surgery. The requirement for normal color vision remains unchanged.

For more information on all aspects of BUMED/NSW Vision Standards and Waiver considerations, visit the BUMED Web Site at <http://www.navymedicine.med.navy.mil>.

*ITCM(SEAL) Jim Madison
SEAL Detailer
PERS-401DE*

EOD - Time, Patience, and Manning Levels

I have received calls after my most recent *LINK* article regarding EOD community manning levels not being exactly what the command/unit has presently. Keep in mind that the *LINK* articles are written months ahead of their actual print time. I am writing this one the first week of January, and you can see what today's date of viewing is to better understand how crucial timing is. A command's manning level can fluctuate drastically within one month if enough Sailors decide to extend, retire, or

simply leave the Navy at EAOS. LIMDU status also plays havoc with manning levels.

This is where patience pays off. As long as you are talking with your CMC, CSC, SEA, or LCPO of your detachment, one of those people have talked with me at least once per week and can answer many of your questions/concerns. I want to thank all the senior enlisted leaders (mentioned above), especially the CMCs, who have all been working with me to balance manning requirements as close to your

desires as possible. No matter what unit, or coast of origin, all CMCs have two things in mind when they call me on orders for their Sailors: Fair and equitable distribution of orders, and command manning required for operational commitments. Listen to what they have to say.

Manning has dropped to approximately 82 percent NMP (fair share), which is close to 78 percent of our BA (billets authorized). We all feel the shortfalls. We need to recruit many more

Continued on next page

EM - Tomorrow's Navy is in Your Hands

The needs of the Navy dictate where and how each of us performs our mission. Currently, the Navy is striving for increased manning. The only way for the Navy to complete this mission is to have Sailors show that our Navy is a great place to work!

A great point of confusion centers around recruiting duty. It is an assignment with many false

perceptions. In fact, it is a career-enhancing assignment that is both challenging and rewarding. To demonstrate the importance of this job to you, the Navy is putting its money where its mouth is. Recruiting offers many benefits such as Special Duty Assignment Pay of \$375 per month (\$13,500 for a three-year tour), sea duty credit for certain

locations (up to 24 months), and the Recruiter Excellence Incentive Program (REIP), where members can be meritoriously advanced up to E7. You also get your choice of coast upon successfully completing a recruiting tour. Additionally, there are opportunities to receive continuing education outside the Navy.

The outsourcing of many of our traditional shore tours has changed the face of expected shore duty assignments for the EM rating. Recruiting duty, rating instructor, and Recruit Division Commander (RDC) are great paths for advancement in your Navy career. All of these assignments allow the Sailor to directly impact the Navy's future. Career EMs should expect to complete shore tours in these challenging fields. Sailors who have chosen these assignments have a decided advantage at advancement time, with a 22-25 percent advancement rate (fleet average is 13-17 percent).

Recruiting allows today's Sailors to shape tomorrow's force. When you return to the fleet, the well-trained Sailor you recruited is going to be there to aid you in the accomplishment of your command's mission. Let your rewarding journey down this path begin. Good luck out there!

Time, Patience and Manning Levels, continued

qualified candidates for EOD School, and we need EOD instructors to train them. If each EOD unit/detachment recruited at least one qualified candidate every other month, we would be processing between 20 and 40 candidates a month through BUPERS. Yes, we need more candidates than that to "get healthy," but we need a reasonable goal to shoot for. Eglin has the capacity to teach approximately 125 Navy students a year. This year (FY00), we are projecting 63 students graduating from Eglin by August 2000. If you balance 63 gains against the 125 students we need to graduate to maintain well-manned units, you can begin to understand a portion of our overall manpower problem. Apply that principle to your checkbook, and you'd be in your CMC's office explaining overdrawn bank accounts.

You can do your part by spending a little extra time

answering questions other Sailors (or civilians) have about our community, or ensuring a candidate's screening package is complete. The candidate you screen/recruit might be your relief, which allows you to transfer to your next duty station of choice at PRD (with no/shorter extension requirements).

Obviously, some of you are taking the challenges seriously. Chief Grubb has volunteered to transfer from one Japan "hard fill" shore billet to another Japan "hard fill" sea billet. Good on him and his detachment SEA/CMC. One Sailor's perception of a good deal is another Sailor's perception of a raw deal or a challenge. Don't hesitate to ask your CMCs about hard fill billets or unexpected openings. You might be surprised.

*GMCM(EOD) Robert Dawkins
EOD Detailer
PERS-401DF*

*EM1(SW) Mitchell
E1-E4 EM Detailer
PERS-402CD3*

GS - The Benefits of Recruiting Duty

Hello, shipmates! It is an exciting time for today's Navy with great opportunities available for shore duty. A Navy Canvasser Recruiter (NEC 9585) is one of the Navy's most challenging, rewarding, and career-enhancing assignments. It offers our best and brightest Sailors the chance to directly affect the shape of tomorrow's Navy. There are many billets opening for personnel in paygrades E4 to E8 who are motivated professionals and who desire a demanding but beneficial tour. Some of the benefits of recruiting duty are:

- Selection boards look very favorably upon all personnel who successfully complete a tour as a Navy recruiter.
- Special pay of up to \$375 per month (\$13,500 in 36 months) during your recruiting tour.
- Recruiter Excellence Incentive Program (REIP): Recruiters can be advanced up to E7.
- Sea duty credit up to 24 months is available for some recruiting districts. This credit will be applied toward your next sea duty assignment.
- Follow-on tour choice of coast is guaranteed upon successful completion of a recruiting tour.

- Excellent sales techniques training.
- Leadership: Highly motivated chief and senior chiefs can fill leadership positions at Navy Recruiting Districts.

If you meet the requirements outlined in ENLTRANSMAN Ch. 9.63, and have the desire to accept the challenges and reap the rewards of a Navy recruiter, contact your rating detailer.

The GS detailing shop would like to offer our continued support and encouragement to all the chief and senior chief petty officers who are up for the current E8/E9 board. We would like to offer a hearty "Fair Winds and Following Seas" to GSMC(SW) Hockensmith, who will be transferring to USS THE SULLIVANS (DDG 68) in Mayport, Fla., and a "Welcome Aboard" to GSM1(SW) Duran from USS PAUL HAMILTON (DDG 60) in Pearl Harbor, Hawaii. Remember that your detailers are here to answer any and all of your questions. Good luck out there!

*GSMC(SW) Hagen
GS E4 and Below / "C" School Detailer
PERS-402CG3*

IC - Building the Millennium Navy



Have you wanted to have a positive impact not just on your command, but on the entire Navy? Every Sailor now has that opportunity, through recruiting duty. You can be one of the Sailors who will shape our Navy in the new millennium.

Recruiting offers many benefits to the hard-charging, professional Sailor who chooses this challenging assignment. These CNO-priority billets offer special duty pay to the tune of \$375 per month (\$13,500 in three years), sea duty credit for some locations, and choice of coast for a follow-on assignment.

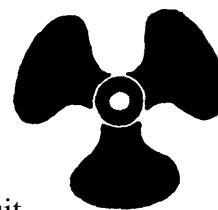
Recruiting Duty now offers junior personnel (IC3s) the chance to do a job that was once reserved for senior Sailors. Not only do selection boards look

favorably upon successful recruiters when choosing advancements, but opportunities to be meritoriously advanced under the Recruiter Excellence Incentive Program are at an all time high. We are looking for our best and brightest Sailors to recruit the future fleet. This is an unequalled opportunity for those Sailors who really want to set themselves apart.

This will be my last *LINK* article, since I will soon return to the fleet. I would like to take this opportunity to thank you for your support, understanding and help during this tour. This has been, without a doubt, the best tour of duty I have had in

Continued on next page

MM - The Right Assignment



This quarter I would like to concentrate on the future of our rate and the Navy: junior MMs. Your detailers are honestly concerned about the career choices that younger Sailors make, and we want to help you do your best.

As an MMFN, your goals during your first sea tour should be to complete as many qualifications as possible, maintain good evaluations, study your bibliography and get that first chevron. This will open many doors for you and demonstrate that you are motivated and professional. After your first sea tour, be open to another short sea tour or an overseas tour in exchange for a class "C" school granting you an NEC and giving you valuable work experience. We have few NEC requirements ashore for MMs, and "C" school increases your value to both the Navy and any future employer.

Millennium Navy, continued

the Navy. I also want to welcome my relief, IC1(SW) Kiefer, as the new IC E1-E4 and Schools detailer. He reports from USS CARL VINSON (CVN 70), and is looking forward to assisting all of you.

*IC1(SW/AW) Brian Cole
IC E1-E4 and Schools Detailer
PERS-402DC1*

For the career-minded MM3 two things are a must. First is your Enlisted Surface Warfare Specialist qualification. Do not wait until you have your advancement recommendation withheld to complete this valuable program. Also, if you find yourself on an aviation capable platform, complete your Enlisted Aviation Warfare Specialist qualification as well. Second, choose a challenging first shore duty tour. As our rating shrinks, shore duty billets utilizing MM skills become harder to find. That is the reality. Do not rest on your laurels and expect a SIMA Mayport, Norfolk, or San Diego billet to open. You are setting yourself up for a disappointment, either sooner or later.

Right now, recruiting duty is just the right assignment. The CNO has placed a high priority on recruiting, and a successful recruiting tour will improve you professionally and personally. It is a challenging and rewarding assignment that gives you the opportunity to directly shape tomorrow's Navy. Recruiting duty offers several great benefits including \$375 per month of "pro-pay" (\$13,500 for a 3 year tour), a possibility of meritorious advancement under the Recruiter Excellence Incentive Program, sea duty credit for some locations, and a favorable look by selection boards.

There are additional benefits to recruiting that you may not think of. First, off-duty education is encouraged. Many Sailors that I talk to have a hard time believing this, but realize that the recruiter is seen in uniform taking advantage of tuition assistance and gaining an education. You receive the education *and* help the Navy in recruiting new Sailors.

As a Navy recruiter you will gain extremely valuable communication skills. Recruiters learn, and then develop in the field, the ability to talk, explain, and persuade. These skills are desirable to the Navy and will make you a better leader. These skills are also highly sought after in the civilian work place. Many employers rate communication skills over technical skills in considering applicants for lucrative jobs.

Recruiting duty is a win-win choice for any Sailor. Call, fax, or E-mail us and we will talk to you about recruiting and its benefits.

Finally, I would like to introduce MMC(SW) Sinn, reporting from USS SAIPAN (LHA 2), and wish a fond farewell to MMC(SW) Piper as he departs for a challenging tour on board USS IWO JIMA (LHD 7). Good luck out there!

*MM1(SW) Bruns
MM E1-E4 LANT Fleet / "A" Schools
PERS-402CF4*

MR - Challenging Sea / Shore Jobs

"The times, they are a changin'." Those Bob Dylan lyrics ring true in today's Navy, especially when applied to recruiting duty. Recruiting once had the perception as being a punishment assignment rather than a reward. On the contrary, recruiting is a career-enhancing assignment allowing our best and brightest Sailors to have direct input on the shape of our future Navy.

To start with, benefits include Special Duty Assignment Pay. This is a premium that the Navy pays you to be a field recruiter to the tune of \$375 per month. Folks, that's \$13,500 for a three year tour! Many of you don't make this amount in sea pay. Do you want to be stationed near or in your hometown? It is possible to be assigned near your hometown for recruiting. What about advancement? Meritorious advancement through the Recruiter Excellence Incentive Program is used to reward the superior performers in the recruiting field. You also get your choice of coast for a follow-on tour after completing your recruiting assignment.

Special pay, meritorious advancement, follow-on tour coast choice, and the opportunity to be assigned near your hometown are just a few of the many reasons to consider a recruiting tour. Contact your detailer and

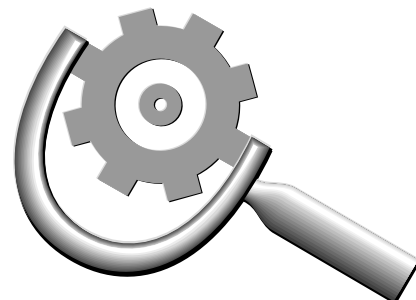
see how you can directly affect the future of your Navy.

With the number of SIMA and in-rate shore duty billets decreasing, the engineering and hull ratings are turning to new opportunities for their next shore assignment. Recruiting and instructor duty at Great Lakes are two great opportunities, and you should expect to serve in these assignments at least once in your naval career. These are career-

***Recruiting and 3M Coordinator:
These are career-enhancing assignments for hard-charging professional Sailors.***

enhancing assignments and are great opportunities for those hard-charging and professional Sailors who wish to set themselves apart from their peers. Have you ever said, "I would have done it differently"? Well now is your chance to impact the fleet by recruiting new Sailors and molding new recruits for tomorrow's Navy.

3M Coordinators. Are you getting disillusioned with your present in-rate job? Do you want to do something that can significantly impact the success of your command? Something that will give you valuable work experience? It's time to consider the opportunities presented by being a 3M Coordinator.



Gone are the days of the 3MC just hanging out. Today's 3MC is knowledgeable about computers, maintenance and data collection. They develop and track shipyard work packages, track preventive and corrective maintenance, provide the chain of command with the information they need to improve the ship's material condition and train the crew in all aspects of the 3M program. If you are eligible for sea duty, talk to your detailer about being released for a 3MC tour. It will be a challenging, rewarding and eye-opening tour.

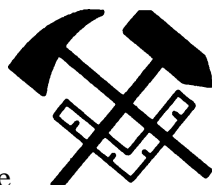
MRC(SW/AW) G. A. Kuhn
MR E6-E9 Detailer / 3M Coordinator
PERS-402DE

MR1(SW) Beck
MR E1-E5 Detailer
PERS-402DE1

HT - Talk to Your Career Counselor

Hello, Shipmates! I'm HT1(SW) Pieper, reporting from USS NIMITZ (CVN 68). On my way to NPC, I had the great opportunity of completing Career Counselor School. Your Command Career Counselor or Departmental CC representative is a tremendous source of information to you. Talk to them often and make sure you have completed all of your required interviews when they are due. These interviews are designed to guide you at specific points during your career. Also, take the time to fill out your duty preference sheet – it helps us help you plan your future.

The face of HT shore duty is rapidly changing, as well as the HT career path. Many of the once plentiful shore duty billets have been out-sourced to civilian workers. As a result, there are fewer in-rate billets available for your next shore tour. However, this opens the door for more diverse and career-enhancing shore tour opportunities. You should expect to do a tour as a Navy recruiter at some time



in your career. This is a challenging and rewarding assignment that gives our best and brightest Sailors the opportunity to directly affect the shape of tomorrow's Navy. It also presents some of the best benefits that you will find anywhere in the Navy. You will receive special pay to the tune of \$375 per month – that's \$13,500 over three years! All commands offer the possibility of meritorious advancement (to E7) through the Recruiter Excellence Incentive Program, and some even give you sea duty credit for a successful tour as a recruiter. But don't choose this assignment for the benefits only. Do it because you care about your Navy's future.

I am looking forward to the opportunity to work with all of you in the future. Together we can make your career the best it can be.

*HT1(SW) Pieper
HT E1-E4 / "A" Schools Detailer
PERS-402DF2*

EN - Taking the Recruiting Challenge

Hello, shipmates! I'm ENCM(SW) Mike Spencer, relieving ENCS(SW) Van Dyke. I've recently reported onboard from Commander Western Hemisphere Group, Mayport, Fla. I am excited about this new opportunity and am looking forward to working with each of you.

Navy Recruiting Command is seeking hard-charging, motivated E4-E5 personnel to help shape tomorrow's Navy by serving a shore tour as a Navy Recruiter. As LCPOs, we need to discuss the possibility of recruiting duty with our Sailors. It is a career-enhancing choice with lots of benefits. Some benefits of recruiting are that sea time may be waived for some first-termers, sea duty credit is given at certain NRDs for up to 24 months, recruit-

ers receive pro-pay of \$375 per month, and you get follow-on tour choice of coast guarantees. Also, selection boards look favorably on successful recruiters. Meritorious promotion is possible under the Recruiter Excellence Incentive Program. Your detailers can fill you in on all the advantages to accepting these tough but rewarding assignments.

So for the chiefs out there, run this by your Sailors, and ensure that if they apply for recruiting that they meet the requirements outlined in the Chapter 9.63 of the ENLTRANSMAN. Waivers will be granted on a case-by-case basis for some of the outlined requirements.

If you have any questions about anything at all (including recruiting), contact your rating detailer. We are here for the Sailor. Good luck out there!

*ENCM(SW) Spencer
EN E6 Detailer
PERS-402DG1*

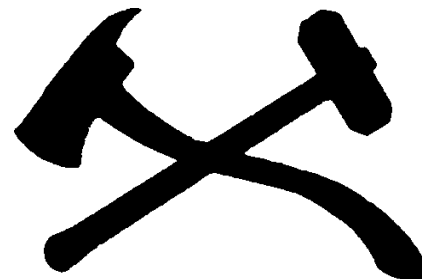
DC - Recruiting and Your Career

Hello, Shipmates! I want to start this column by informing you of the new changes in DC detailing. I will be taking over the detailing responsibilities for E5-E6 personnel.

I would also like to welcome my relief, DCC(SW) Neathery, who has just completed a successful tour onboard USS ABRAHAM LINCOLN (CVN 72) out of Everett, Wash. He will be responsible for detailing all E1-E4 DCs and is looking forward to meeting your detailing needs. We would also like to say "Fair winds and following seas" to DCCS(SW) Watterson, who will be retiring after a long and glorious career. DCC(SW) Walton takes E7-E9 detailing.

If you are looking for a challenging and rewarding billet assignment for your next tour of duty, then recruiting is for you. It is a unique, career-enhancing opportunity for our best Sailors to directly shape tomorrow's Navy. Here are some of the benefits in store when you choose recruiting:

- Proficiency pay of \$375.00 per month (\$13,500 for a three year tour).
- Advancement through the Recruiting Excellence Incentive Program (based on productivity as a recruiter).
- Choice of coast guarantee for your follow-on tour upon successful tour completion.
- Selection boards look favorably upon Sailors who have



completed a successful tour as a recruiter.

In some cases you can even get stationed at your hometown if a billet is available. Get with your Command Career Counselor or contact your detailer to discuss screening procedures and packages for recruiting. As always, good luck out there!

*DCC(SW) Miller
DC E5-E6 Detailer
PERS-402D11*



A Navy Machinist's Mate diver, wearing an MK-16 UBA (Underwater Breathing Apparatus), checks one of the four 34½-ton screws of USS JOHN F. KENNEDY (CV 67) during the ship's port visit to Dubai. U.S. Navy photo by HTC(DV) William McReynolds.

Recruiting Needs Top Volunteers

This issue of *LINK* is focused on assignment opportunities as a Navy recruiter. Many of you know or have heard that the Navy has made the decision to increase the number of recruiters in the field from our current level of around 4,600 to 5,000. The math here is simple: The average recruiter produces one new recruit each month. We need 60,000 new people in the Navy in FY00, so if we are able to bring in 5,000 per month, we'll make our goal. This is an excellent opportunity to do something different, to add to your professional resume, and to serve in one of the Navy's most important positions as a recruiter.

Unlike what was done two years ago, we are only looking for volunteers for recruiting duty. No one wants to force Sailors into a duty they don't want to perform. The screening requirements for recruiting duty will not be relaxed, nor will we be taking people at gunpoint to get the job done. Over the past three to four months, the detailers have been talking up recruiting duty, and the fleet has responded very positively. The following articles outline the options and advantages of this challenging and career-enhancing assignment. Take a close look at this in your own career planning.

Over the past nine months, we have had a lot of positive developments in people programs in our submarine and nuclear power communities. Pay and compensation is on the rise with the FY00 pay raise, increased SRB, significantly improved retirement benefits associated with the repeal of the old REDUX program, and the July 2000 Pay Table Reform. Our retention programs are working and attrition is going down. The CNO's Inter-Deployment Training Cycle (IDTC) reduction initiatives are paying big dividends in reducing our Sailor's workloads and increasing submarine/nuclear field quality of life.

The average recruiter produces one recruit per month. The Navy needs 60,000 recruits in FY00. (With 5,000 recruiters), we'll make our goal.

From a manning perspective, we are reducing gapped billets at sea and increasing opportunities for career development and advancement. For nuclear-trained Sailors, shore duty opportunities at our training commands (NNPTC and NPTU) remain our program's highest priority and one of your best options to maximize your competitiveness for advancement. Your detailers in PERS-403 are working hard every day to make your next assignment one that you can be both enthusiastic about

and professionally satisfied with. As always, I encourage you to talk to your detailer early in the assignment process. I guarantee that he will listen to your concerns and desires. We in PERS-403 are committed to providing you the best customer service possible in the assignment process.

Enjoy the articles that follow. Think carefully about your next assignment, and consider all the opportunities that the detailer has to offer. There will always be a need for our top quality Sailors to serve as recruiters. No one is better able to tell the Navy's story than you are. Keep charging and stay Navy!

*CAPT(Sel) Harkins
Submarine/Nuclear Power Branch Head
PERS-403*



Challenging CPO Assignments



Please join me in wishing EMCM(SS) Al Beaty fair winds and following seas as he transfers to the Fleet Reserve in May. We will sorely miss his guidance. ETCM(SS) Bill Walker will relieve me as PERS-403CD, the Submarine Nuclear CPO Detailer, allowing me to then relieve as PERS-403C, the Submarine and Surface Nuclear Power Rating Assignments Officer.

Three cheers for our new senior and master chief petty officers! Congratulations on your well-deserved advancements. Call Master Chief Walker and talk about your next challenging assignment. Go Navy, stay Navy!

Speaking of “Go Navy,” there are some, albeit few, billets open for nuke CPOs (E7/8 only) in the recruiting world. Although the specifics of the assignments vary too much for inclusion here, consider this: Before you can train your relief, your relief must be on active duty. Recruiting young talent and bringing that new Sailor through the front gates of boot camp are the first steps in training your relief. A shortfall in recruiting goals is both a problem we must all understand and one we can all work to solve. Educate yourself enough to discuss with your first and second class petty officers about the challenges and opportunities available as a recruiter. You can provide guidance to potential recruits and recruiters alike, particularly about the nuclear field and the submarine force.

Another question of late concerns release from the Nuclear Power Program for assignment as Chief of the Boat. From the nuclear standpoint, you must be an E8 or E9 and eligible for transfer to the Fleet Reserve. Or, for the very hottest of hot-runners, you must be an E9 with two years time in rate. Remember also that the COB community requires previous qualification as Diving Officer of the Watch, a recommendation from your command, successful completion of a board arranged by the CMC at your ISIC, and your agreement for worldwide assignment. If selected for assignment as COB, you will attend the Senior Enlisted Academy (SEA) in

Newport, Rhode Island. The curriculum at the SEA is terrific and quite pertinent to an EDMC as well. Chapter 7 of the ENLTRANSMAN discusses the application process to obtain a seat. For both COB and SEA, the COB detailer, ETCM(SS) Chris Shannon, can answer your specific questions.

Lastly, I often field questions regarding the selection board's criteria for advancement. Demonstrating sustained superior performance at sea is unquestionably the most critical ingredient. But what makes performance “superior” at our level? Think about your last two FITREPs. What made them different? With prescribed sea tours of 48 months (36 months for E8/9) and normal shore tours of 36 months, you likely have the same level of primary duties from period to period. So, it is your tenacity in attacking your collateral duties, personnel management programs, watch qualifications, off-duty education, and even correspondence courses that will carry the battle. Is that Sailor in the mirror giving his best or only trying his best?

I leave you with this thought: When you do what you've always done, don't be surprised when you get what you've always gotten.

*ETCM(SS) Timothy Scott
Submarine Nuclear CPO 3363/64/65/66 Detailer
PERS-403CD*

ET- Opportunity Keeps Knocking

Interested in one of the most challenging billets the Navy has to offer? Are you ready for the challenge of “independent ops?” You may not have to wait until your submarine goes on its next deployment. Opportunities abound in the world of Navy recruiting!

Continued on next page

EM - Recruiting Might be for You

Is sea duty getting you down? Are you looking for something different? Look no further than a tour as a Navy Recruiter. You might ask yourself, "Why would I want to be a recruiter"? Well, I'm going to try to answer that question for you.

The first thing to understand about recruiting duty is that there is no difference in pay between the Nuclear Field Coordinator jobs and production recruiting. Both jobs are entitled to \$375 Special Duty Assignment Pay (SDAP). The job descriptions are slightly different, and the production recruiter has a far greater selection of job locations, whereas the Nuclear Field Coordinators tend to be centrally located. Additionally, the Nuclear Field Coordinators are selected locally after you successfully

perform as a production recruiter. As the Nuclear Recruiting Coordinator, I manage 246 billets for nuclear-trained Sailors across the country. Tell me

what you want to do and where you'd like to go. With a little planning, we can put you almost anywhere in America.

Another of the other advantages associated with recruiting duty are some substantial savings on your next sea duty tour. Your detailer is authorized to waive up to 12 months of sea duty for recruiting duty.

I am often told about the bad experiences that other people have had on recruiting duty. I'll be truthful in saying that if the job was easy, there wouldn't be



***EMs in recruiting:
With a little planning,
we can put you almost
anywhere in America.***

all the incentives associated with it. But we need to look at recruiting then and now. Less than two years ago we had around 3,000 recruiters, with only 78 being nuclear-trained. This made for some long days and a lot of time on the road. We are now up to nearly 5,000 recruiters with 246 nuclear-trained Sailors in the field. These increases in personnel, as well as several other initiatives, have significantly improved the quality of life for our recruiters.

These are some great jobs for us that we haven't had until recently. They give us the chance to go to school, be near family, and do something great for our careers. You owe it to yourself to give recruiting a look. If you have questions about openings in recruiting, give me a call, and if you're wondering what the job is really like, call the recruiter in the areas that you desire. I think you'll be pleasantly surprised.

*EMC(SS) Bill Spence
Submarine EM (E6 and below) Detailer
PERS-403CF*

Opportunity Keeps Knocking, continued

As a canvasser recruiter, you will literally be building the Navy for the 21st century. You will initiate contacts, follow-up on leads that others provide, and educate the best of America's youth on their opportunities for growth and development with the U.S. Navy! Your opportunities are limitless as well. For a limited time, and for a qualified applicant, I may be able to guarantee your choice of city. In the past, I could only guarantee a particular Navy Recruiting District (NRD).

This may be a significant milestone in the selection of top-quality recruiters.

As always, the highest performing recruiters are eligible for meritorious advancement to the next highest paygrade, including chief petty officer.

The requirements for assignment to recruiting are contained in the Enlisted Transfer Manual. Call me soon.

*ETC(SS) Gregory Williams
Sub Nuc ET (E6 and below) Detailer
PERS-403CE*

MM - Recruiting Can Benefit You

Calling all first and second class petty officers nearing their four-year point at sea. Have you decided to make the Navy your career? Are you looking for the fast track to chief? Then its time we had a talk. I am willing to waive up to a year of sea time for a challenging recruiting tour.

Look at the following possibilities. You have been at sea for four years and have qualified your senior in-rate watch station. At this point you can transfer to recruiting, possibly with a guarantee of your choice of city! Are you a hot-runner? The possibility exists for a meritorious advancement to your next pay-

grade, including CPO. In any event, a successful recruiting tour is an up-check for the CPO selection board, and depending on your assigned location, your tour may qualify for sea duty credit. Following recruiting, you may qualify for a three-year follow-on sea tour, where you qualify Engineering Watch Supervisor. Then you are ready for an instructor tour at NFAS, NPS, or NPTU.

For those of you at your nine to ten year point and taking the CPO exam, what is the board looking at in your record? They see you have done two sea tours and qualified EWS, recruiting duty is an up-check, and are currently serving in a nuclear instructor

billet. You are years ahead of your peers in experience, have developed yourself as an extremely well-rounded mechanic, and have proven to the board that you are the Sailor to accept a challenge and will excel at any job undertaken. Wow!

Remember, I welcome your phone calls to discuss all of your career choices. You should contact your detailer anytime you have a question, not just when you are in a "window."

*MMC(SS) M. Martin
Submarine Nuc MM E1-E6 Detailer
PERS-403CG*

Being a Recruiter is Good Duty

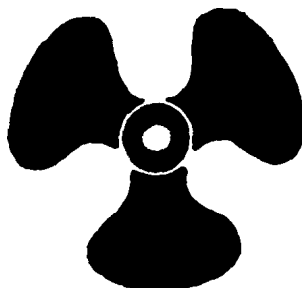
A common fear is that once a Sailor goes to recruiting, he won't get a chance at other diverse future shore tours, or worse still, recruiting will kill his career and advancement opportunity. This is simply not the case. Detailers are your advocates, and are committed to treating you fairly. Recruiting duty offers many advantages, opportunities, and "good deals," and right now we need recruiters to build a new century's worth of Sailors.

Incentives for recruiters are quite enticing. At \$375 per month, recruiters enjoy the highest Special Duty Assignment Pay (SDAP) in the Navy. Provided you meet your gates, you remain eligible for CONSUBPAY with the standard

14 months sea duty time remaining after your recruiting PRD. For certain Navy Recruiting Districts (NRDs), we are able to guarantee your choice of city rather than just guaranteeing your choice of NRD.

Where can you go to read all of this for yourself? Chapter 9 of the Enlisted Transfer Manual will provide you with a wealth of knowledge. As always, let me know what you desire, so that I may provide you an honest, straightforward answer. I can't help you

if you don't keep in contact with me.



*MM1(SS) Steve Wagenschutz
Submarine ELT/RADCON E6 and below Detailer
PERS-403CH*

Plan For Your Fleet Reserve Transfer

The theme of this quarter's *LINK* is recruiting duty. Recruiting duty specifically targets E4s and E5s, but there are some opportunities for chiefs (senior and master chief petty officers aren't really encouraged to be assigned to recruiting). One unique group the Navy would like to offer recruiting duty to is first term Sailors who are at their EAOS and intend to separate. We would like to offer these Sailors the option of returning to their hometown for a recruiting tour before they decide to separate. If any of you have someone in your division who may be interested, please have them call their detailer. If you have any questions concerning recruiting duty, please call me.

Now I would like to discuss a topic that is near and dear to every one of us—transfer to the Fleet Reserve. The eligibility requirements for transfer to the Fleet Reserve are found in section 1830-040 of the MILPERSMAN. They include:

- Member must have completed 20 years of active service by the requested date of transfer to the Fleet Reserve.

- Member must have completed their current assignment *and* a minimum activity tour.

- Member must have completed 24 months time in grade for pay grades E7 and above.

One of the reasons I wanted to discuss this topic is because I have had to recommend “no” to Fleet Reserve requests lately. The biggest reason for this is simply because current manning cannot support the request. Gone are the days when ships were overmanned and we could easily say yes to all requests for transfer to the Fleet Reserve. Here are my recommendations to help you transfer to the Fleet Reserve on the day you most desire.

Ensure your EAOS is the same month in which you plan to transfer to the Fleet Reserve. If you plan to transfer to the Fleet Reserve at your 20-year point, do not acquire obligated service beyond your 20-year point. If you have obligated service and there are manning shortfalls, expect to remain in the Navy until EAOS.

Carefully manage your assignments to allow for completion of your final tour. Carefully consider the career point at which you transfer to shore duty, as shore tours are only three years in length. Remember, if you are needed at sea, you will be required to return to a ship for a minimum activity tour of two years before you will be approved for transfer to the Fleet Reserve.

Understand that if advanced, you're required to complete two years time in grade in order to transfer to the Fleet Reserve at the higher paygrade.

Transfer to the Fleet Reserve will not always happen at the exact time you would like, but if you follow my advice, chances are likely that you'll get the day you're hoping for. If you have any questions about this or any other topic, please call me.

*EMC(SW/AW) Greg Huether
Surface Nuclear CPO Detailer
PERS-403CJ*

ET - Shore Tours

We need highly motivated E4 and E5 Sailors in recruiting. Depending upon the NRD you are assigned to, up to one-year of sea time is waivable. For available locations, give me a call.

News flash: Guaranteed homeport (KSD, FNO, or PACNORWEST) for all surface nuclear-trained E6 and below, following a successful NPTU tour. Not only is the discount of up to 40 percent off your sea tour still in effect, but for a limited time I can now give you a guaranteed follow-on homeport. This allows you to plan the next eight to nine years of your career in the Navy. You can choose to change coasts or stay in the same homeport. This guarantee will be in writing, so if you have any questions or concerns, feel free to call the Nuc Instructor Detailer or me.

*ETC(SW) Frank Emerick
Surface ET/EM (E6 & below) Detailer
PERS-403CK*

Nuclear Instructor Duty Procedures

I'm ETCM(SS) Bill Walker, and I recently relieved EMCS(SW/SS) Reese Kilian as the Nuclear Instructor Detailer. For those of you who may remember, I held this position once before, from 1994 through 1996. Other than the scenery and lack of commute, the job and requirements remain nearly the same. With that in mind, here are some things I have noted since I returned.

- Job Advertisement and Selection System (JASS): This is an exciting new system that you can use to select your next assignment. If the job you are interested in does not appear on JASS, the detailer does not have a billet open for it. The only exception to this rule is if you want to be a Nuclear Instructor; you cannot apply for that through JASS. You must submit a NAVPERS 1306/7 with command endorsement to start the screening process.

- Screening: The most important items I look for in a prospective instructor's record are school standings, qualifications (especially past senior-in-rate or supervisory qualifications), warfare qualification, and quality sea time. Additionally, sustained superior performance and a good CO's endorsement are a must. If you need a waiver, including sea tour waivers, there needs to be something to make your record stand out. The best way to overcome lower half NPS/NPTU standings is to qualify Engineering Watch Supervisor/Propulsion Plant Watch Supervisor early in your tour.

- Incomplete/improperly filled out requests: This continues to be a problem. Although the Enlisted Transfer Manual has been revised, the guidance for Nuclear Instructor Duty has not changed. Chapter 9.56 of the ENLTRANSMAN has very specific guidance for these requests. Failure to follow this guidance results in unnecessary delays and frustration for prospective instructors.

- Manning requirements: Opportunities for nuclear instructors are wide open at most locations. There are openings for instructors at all prototype sites, but our greatest needs are at NPTU, Ballston Spa for E5 and E6 instructors, especially MMs and

ETs. For E7 and above, there are fewer billets available, so ensure you apply early

(preferably one year from desired date of transfer), then be flexible about your transfer dates and duty station. At NNPTC, ET and EM instructor opportunities are wide open for top-notch first class petty officers.

Finally, if you have any questions, please call me, or E-mail me at P403cl@persnet.navy.mil. To send me screening information, my fax number is DSN 882-2638, Comm (901) 874-2638. I will be glad to answer any questions you may have.

*ETCM(SS) Bill Walker
Nuclear Instructor Detailer
PERS-403CL*

Auxiliaries: Think Recruiting Duty

Those of you who have seen the national news in the past several months are probably aware the military is continuing to experience recruiting challenges. One solution to this problem is to increase the number of recruiters on the streets. Commander, Navy Recruiting Command, has targeted third class petty officers as most highly desirable for recruiting duty. Second class petty officers are generally quite successful and are desirable as well. Positions for E6 and above are much more selective. Recruiting duty offers increased potential for advancement, special duty assignment pay, and opportunities to serve in locations outside the norm for submariners (i.e., Navy Recruiting District (NRD) Dallas, NRD

Continued on next page

MM - I Want You for Recruiting

Ladies and gentlemen, it's time to answer the call. Uncle Sam wants you to serve in his recruiting force! Would you like to serve in your hometown? Do you want to make a difference in someone's life and in the Navy as a whole? Or, do you want to see and meet people in a completely new environment? Chances are, recruiting is for you.

It's a tough and challenging job, but it is also very rewarding. If you're up to the challenge, then "step up to the plate." Recruiting offers many benefits such as Special Duty Assignment Pay of \$375 per month and the possibil-

ity for advancement to the next higher paygrade (including E7), through the Recruiting Excellence Incentive Program (REIP).

I need "hot-running" E4s and E5s primarily, but I will not turn down an E6. Here are the minimum eligibility requirements:

- Minimum four years continuous sea time.
- Warfare designated.
- Sustained superior performance, as indicated by evaluations.
- No NJP during the past 36 months.
- Within body fat standards.

Consult Chapter 9 of the ENLTRANSMAN for any other requirements and submit your 1306/7 with command endorsement and a copy of your last three evaluations. Contact me to determine availability of certain recruiting districts.

*MMC(SW) Jason Julao
Surface Nuclear MM and ELT Detailer
PERS-403CR*



Auxiliaries: Think Recruiting, continued

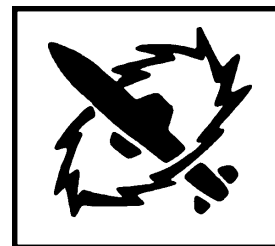
Omaha, etc.) If you are within one year of your PRD, not currently under orders, and are interested in recruiting, get together with your Command Career Counselor and complete the screening for recruiting duty in the Enlisted Transfer Manual. Contact Senior Chief Stapleton or me once your screening is completed.

Every action you take as a recruiter will have a direct impact on the Navy and all of its missions. Recruiting duty may be the hardest assignment you will ever have, but it may be the most rewarding assignment as well.

*MM1(SS) Farmer
Submarine Auxiliaryman E1-E5 Detailer
PERS-403CN*

**LINK is printed at a rate of one copy
for every five Sailors.
Please read it and pass it on!**

MT- Keep the Pipeline Full



I have been here for almost two years now, and I have not been able to release many people to fill shore duty billets outside of our community. As most of you know, manning shortfalls are causing quite a strain at most MT shore facilities.

Despite the manning shortfalls, I am now authorized to release some individuals to recruiting duty. The Navy must substantially increase its recruiting force to meet the current accession demands. If we can't hire new people, we won't have anyone to train, man our boats, and continue on to shore duty.

The cycle goes on. As your detailer, I must be careful not to ignore our current responsibilities ashore. However, I can't ignore the Navy's need for quality recruiters. Tremendous opportunities exist for hard charging E4s through E6s. In addition to being career enhancing, recruiting duty also offers SDAP and the chance to be stationed in or near your home town. If a tour of recruiting duty might interest you, I strongly encourage you to contact me. Call me for information or submit your NAVPERS 1306/7.

The MT rate is getting healthier every day. We are

currently at 100.7 percent total

manning, including the pipeline. We are keeping the pipeline filled to the brim. There will be little rest at the training facilities, particularly "A" school, for the near future. Keep up the good work, folks! Advancement opportunities continue to stay above ALNAV.

Keep charging!

*MTC(SS) Darryl L. Muir
Missile Technician Detailer
PERS-403DE*

STS - Career Planning In/Out of Rate

Before your next assignment on shore duty, you may ask yourself, "What type of duty is for me?"

There are several things to consider when searching for your first shore tour. You must decide if you want to stay in-rate or move out-of-rate. In-rate assignments include IMA facilities, Instructor Duty (E5 and above only), Submarine Surveillance Equipment Program (SSEP)(E5 and above only), and various other challenging assignments.

Out-of-rate assignments include recruiter, nuclear support, and physical security duty. Those of you without an NEC should

strongly consider a STAR reenlistment to pick up advanced training, and continue to improve your base knowledge level while enhancing your advancement capability. This is your best option. Should you choose an out-of-rate path, the most career enhancing billets currently exist in recruiting. The Navy must increase its recruiting force substantially to meet current recruiting goals. Therefore, recruiting provides an excellent opportunity to excel. Remember, start early, use your whole nine-month window, and contact me for any questions you may have about JASS billets or career



opportunities. The best career moves come with proper planning and education. Good Luck!

*STSC(SS) A. Grilli
STS (E5 and below) Detailer
PERS-403DL*

MM(SS) - Travel and College Tours

Do you like to talk to people? Would you like to be stationed close to home, maybe in your home state or home town? Does extra money and increased advancement opportunities interest you? Then consider recruiting duty for your next tour.

Hard-charging third class petty officers and above can apply, and are encouraged to submit 1306s and recruiter screening forms for the areas where they would like to recruit. Not all requests for specific areas can be filled, but we will try to get you to your desired location. The first step in the process is easy, just voice your desires to your Command Career Counselor or me and we will steer you in the right direction.

Need a change in scenery? Want to travel more? Did you join the Navy to see the world? Need time to start or finish that college degree? Want to earn a few points toward advancement? Well, I have the billet to satisfy all of those desires.

It's an overseas assignment onboard a tender in Guam or La Maddalena. USS FRANK CABLE (AS 40) in Guam and the USS EMORY S. LAND (AS 39) in Italy should be in your career portfolio. How can this type of duty benefit you?

- It allows you the opportunity to earn the Enlisted Surface Warfare Specialist (ESWS) qualification. Attaining this career milestone earns you points on your next advancement test.

- Allows you to start or finish a degree.
- Affords you the opportunity to visit exciting ports of call, such as Rome, France, Japan, and Australia to name just a few.

"How can I get a job like that," you ask? Well, there are several ways. First, JASS applications for both Guam and Italy are available, so ask your CCC to help you. Next, submit a NAVPERS 1306/7 requesting overseas assignment. Finally, call me to discuss career decision choices.

For more information on the advantages of a recruiting or an overseas tour, please read the Enlisted Transfer Manual and ask your CCC for assistance. It takes courage to tackle the unknown. Once you have made your decision, call me.

*MMC(SS) Arnold
MM Weapons Detailer
PERS-403DF*

FT - New Detailer Has Priorities

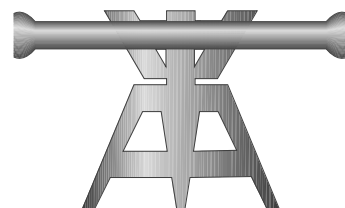
Ahoy mates, I am FTCS(SS) Stanley Cox. I have relieved FTC(SS) Emry as your detailer. I know I join the entire FT community in wishing him "Fair Winds and Following Seas." Congratulations to all the newly advanced FTs. I hope to work with each and every one of you to assist in balancing your professional desires with the needs of the community and the Navy. Remember to check JASS as soon as you are in your nine-month detailing window.

I joined the Navy for the educational opportunities and to see the world. I have not been disappointed. In my 17 years, I have worked in every submarine homeport except Kings Bay, Ga. Maybe I can go there next.

One tour of duty I have yet to tackle is recruiting. If you want a rewarding challenge away from TMA and ADCAP, this job is for you. I strongly desire to talk to you regarding the many opportunities and benefits that recruiting duty affords. Give me a call and I

will tell you where the current priority fills are and how to set your sights and sails on the target.

*FTCS(SS) Stanley Cox
FT Detailer
PERS-403DG*



ET - Recruiting is Now an Option

Everyone who has called concerning available shore duty billets has probably heard the same story. Currently you are not allowed to fill billets outside the submarine ET community. This is because of the manning shortfalls within the community. Critical fills are in the maintenance facilities located in Groton, Conn., and Pearl Harbor, Hawaii.

While the above information is not new to any of you, I am now authorized to release individuals to recruiting duty. The Navy must substantially increase its recruiting force to meet the present accession demands. Tremendous opportunities exist

for hard charging E4s through E6s, although we are targeting E4s and E5s specifically. In addition to being very career enhancing, recruiting duty also offers SDAP and the chance to be stationed in or near your home state. I strongly encourage you to take advantage of this opportunity. Call me for more information, or submit your 1306/7.

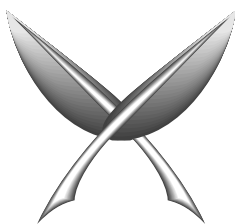
*ETC(SS) K.N. Sjogren
ET (E6 and below) Detailer
PERS-403ED*

YN - Manning the Recruiting Force

First, I'd like to introduce myself. I am YNC(SS) Wade F. Reynolds, your new detailer. I have relieved YNC(SS) Fuller, and I know I speak for the entire YN community in wishing him "Fair Winds and Following

Seas." Congrats also to our new first, second, and third class petty officers. Great job shipmates, keep up the good work!

I'd like to take this opportunity to talk about recruiting duty. The Navy is manning the recruiting force to 5,000 personnel to meet current accession demands. We are particularly interested in hard charging E4s and E5s, given their history of success in recruiting efforts. If you are interested in a career enhancing assignment that is eligible for SDAP, this could be what you're looking for. Additionally, you could possibly serve in or near your hometown. If you have questions regarding this rewarding and challenging assignment, give me a call.



*YNC(SS) Wade F. Reynolds
YN Submarine Detailer
PERS-403EF*

SK - Call the Detailer

Is that normal supply routine getting old? Are you looking for an assignment that's a little bit closer to home? Then consider recruiting. To meet the tremendous accession demands of today's Navy, recruiting duty is now being offered to all hard charging E4s and E5s. Not only is it career enhancing, but recruiting duty offers many benefits as well as challenges. SDAP for recruiters is the Navy's highest, and recruiting duty also offers you a chance to be assigned at or near your home town. In addition, some recruiting districts get partial sea duty credit. If you're interested in this challenging assignment, please call me.

Next, I would like to invite you all to call me when you're up for that next set of orders or for any detailing or career planning questions you may have. Remember, it's a whole lot easier on both you and me if we speak directly to each other instead of going through a chain of extra people.

Lastly, a little reminder for all you Zone "A" SK3s, STAR reenlistment is alive and well and a great opportunity for you to receive a "C" school and the highest reenlistment bonus we've ever had.

As always, I look forward to hearing from all of you!

*SK1(SS/DV) Chmielewski
SK Submarine Detailer
PERS-403EJ*

MS - Examine Follow-on Tour Options

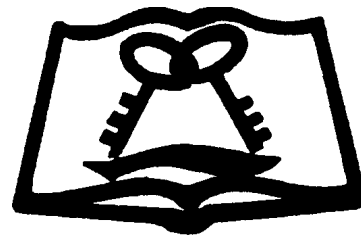
It seems like only last year when we felt the big push for recruiters. Well, it's here again. The difference is, this time we're looking for volunteers in pay grades E4 and E5.

This is the perfect time for that young Sailor who has not decided whether or not to stay Navy to try something a little different, and if he's lucky, a billet may be available in his home town. Recruiting is not only career enhancing, but also extremely challenging both personally and professionally. The time has never been better to join the team and help us find our future reliefs today.

For the rest of our community, the time has come to stop

looking outside our bases for that next tour. As a result of fewer PRD rollers from sea and more rollers from shore, a couple of our bases are experiencing severe manning shortages: Specifically, submarine bases in Groton, Conn., and Kings Bay, Ga.

If you are stationed in Groton and desire a follow-on tour there, chances are good that you will get one. In Kings Bay, however, it is not nearly as easy. If your last sea tour was on an SSBN, you can expect a second sea tour on an SSN. We all have to take our turn. That being said, if you were on an SSN for your last sea tour, there are no guarantees that you will be assigned to a Trident when you roll back to



sea. Billet availability during your detailing window is the key.

In closing, think about recruiting duty, and if that doesn't interest you, think about rolling to shore in Groton. Don't hesitate to give me a call to discuss any career option. I stand ready to assist you in any way possible.

*MSC(SS) Jeffrey T. Garnsey
Submarine MS Detailer
PERS-403EG*

Enlisted Community Managers and Technical Advisors now have their own section in *LINK*. Be sure and read their columns for important information about your rating.

AE - Think About Special Programs

I would like to introduce myself as the newest member of the AE detailing team. I am AEC(AW) Eakins, the E4 and below and "A" school Detailer. In the short time that I've been here, I've noticed that many of you are still unaware of the time frame of your detailing window. You should be negotiating orders at your nine-month window, and be under a set of orders by the sixth month. Take a look at the JASS requisitions and see what's available. New requisitions come out every two weeks, so don't get discouraged if you don't immediately see what you want.

As diverse as we are, AEs are limited to accepting orders to most special programs. So why

are we releasing people to recruiting? The Navy's goal is to staff our recruiting force to 5,000 highly motivated Sailors. Every rating will be asking for volunteers from E4 through E8 for this challenging assignment. Currently, our rate is manned properly in all special programs. However, we are making the exception for recruiting duty.

There is a new incentive, recently released to the fleet, regarding the benefits of being a recruiter. This information may be found on the Internet at <http://www.bupers.navy.mil>. Click on the recruiting icon and it will explain the details.

This is a win-win situation for all Sailors and the Navy.

Remember that if you're looking to make the Navy a career, this is one of those challenging assignments that can help you advance rapidly. Staffing recruiting districts with all volunteers ensures that we have the right personnel with the right attitudes selling the Navy. This will not only benefit the short term goal of "beefing up" our sales force, but also helps the Navy recruit quality Sailors into tomorrow's force.

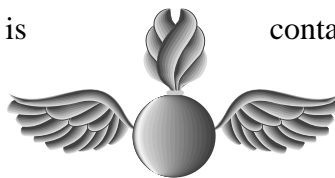
If you are interested in being released to recruiting duty, contact your detailer immediately for the best possible assignment.

*AECS (AW) Leyden
AE Rating Lead Detailer
PERS-404CE*

AO - Junior Sailors Needed to Recruit

Fellow Ordies, this quarter's *LINK* is centered on recruiting duty. If you are approaching your nine-month window and are shore duty eligible, you need to take a look at the Navy Recruiting Districts (NRDs). Not only is this a career-enhancing move for one's advancement path, it's also an opportunity to recruit our new millennium's Sailors from your home state.

The paygrades that we primarily need for recruiting duty are E4 and E5s. Any eligible E6 through E8 interested in becoming a recruiter may also request to go. Contact your detailer first. After determining if you are eligible, you may contact PERS-4010, the recruiting detailers, and see what NRDs are available. The folks in PERS-4010 are very busy, so being pro-active when trying to



contact them will ensure a timely response.

They will also provide you with information on the benefits of serving a successful tour on recruiting duty. A complete listing of PERS-4010 recruiting detailers is in the directory at the back of this issue.

In closing, we need to mention a few changes occurring here in the AO shop. AOCS(AW) Lynch will move to Aviation New Construction/Decom desk. AOC(AW) Saintamour will take over E5 through E6, and AO1(AW) Rivera will handle E4 and below and "A" school. Take care of each other and be safe!

*AOC(AW) Saintamour
AO E-5 and below Detailer
PERS-404CRI*

AC - Join the Recruiting Force



Are you a motivated E4 or E5 eligible for shore duty? If so, consider becoming a member of the recruiting force and help others join the best Navy in the world! Some of the eligibility requirements include:

- Shore duty eligible.
- Recommended for advancement/retention.
- No NJP, courts martial, or civil conviction within the past 36 months.
- No alcohol related incidents in the past 36 months.
- Meet body fat standards.
- Possess a valid driver's license.
- Be recommended by your CO.

Along with the tremendous opportunities that recruiting can provide, there are other incentives associated with being a recruiter. Incentives include: special duty assignment pay, meritorious advancement for exceptional performance, and partial sea duty credit for completion of a full 36 month tour-depending on the area to which you are assigned.

Chapter 11 of the Enlisted Transfer Manual provides all of the information you need as well as the forms required to assist you in the screening process.

*ACI(AW/SW) Kimberly Butler
AC E1-E4 Detailer
PERS-404DF1*

AZ - The Benefits of Challenging Duty

Well Shipmates, it is finally time for me to move on. Please, no applause. It has been my absolute honor and pleasure to serve each and every one of you. My relief, your new detailer, is AZC(AW) Michael Dawson. He comes here from VQ-2 in Rota, Spain. He brings with him a very diverse background in Tailhooks, VPs, Blue Angels, and VQs. Please be ready to "stand up and take the challenge" for him. I look forward to seeing many of you in the fleet.

Let me talk about recruiting now. As most of you have already

heard, we are looking for folks to volunteer for recruiting duty.

Please take a moment to consider the benefits of being a recruiter. They are the first line of offense for finding hard-charging young men and women to join you and I in the Navy. You can receive sea duty credit (up to 24 months off your next sea tour) based on your performance and location.

Although recruiting duty is shore duty, you could be eligible to be meritoriously advanced. Recruiters also receive up to \$375 per month in special pay. When you successfully complete

your tour of recruiting duty, you also get choice of coast, not to mention being able to be stationed at locations AZs normally aren't. So, if you are interested in being released to special programs for recruiting duty, and you are an AZ3 or above, talk with us about it when you come into your nine-month detailing window.

Talk with ya later, and keep the E-mail coming. Stay Navy, Sell Navy!

*AZC(AW) P.W. Vyce
AZ E5 and below Detailer
PERS-404DK1*

**LINK E-mail address:
link@persnet.navy.mil**

AD - New Detailers Are Here



Well shipmates, my time as a detailer has come to an end. I believe all detailers come to Navy Personnel Command (NPC) with the hope of having a positive effect on their rate, and leaving it in a better condition than when they took the job.

We are finally starting to see a steady increase in advancement numbers and the number of mech's in the Navy for the first time since I've been here. What that translates into is the commands are closer to being fully manned and not trying to do the old "doing more with less" routine. The future for our rate is looking very good, and should continue to improve over the next few years. We as a Navy need to get past the retention problem, and the temporary way we are doing this is increasing the number of recruiters in the field. With more recruiters in the field, we increase the number of people joining the Navy, and thus, we have larger numbers retained. If enough people roger up for recruiting, it won't turn into a non-voluntary situation.

In a few months, this recruiting push will pay off with even more mechs in the Navy. One of the biggest issues the mech detailers deal with is ensuring that members are informed of how the negotiation and JASS process works. I am still amazed when an AD1 with 18 years in the Navy fails to negotiate within the three-month window (between nine and six months from PRD), and doesn't understand why they've received orders once they are inside the sixth month re-assignment window. Situations like this are not rare, and can easily be avoided if the members are counseled by the CCC or call the detailer. There are many different ways to contact your detailer, commercial or DSN phone, E-mail, NAVPERS 1306/7, and message. If everyone at both ends of the chain does their job, no one should get any surprises. Use "The Back Page" of the *LINK* to find your nine-month window. Overall, it is your career. If you don't take charge of it, no one else will.

Once again, I appreciate the opportunity to be a detailer, and believe our rate is much better shape

than has been in years. I also want to thank all those mech's who stepped up and took the hard jobs in the bad locations working on antique aircraft. My hat is off to you. People are the Navy's most important asset and are what keeps this Navy operating. Believe me, promotion boards recognize Sailors who step up to the plate to fill the hard jobs.

The mech detailers are going to rotate desks, ADC(AW) Fuller will detail E6s, AD1(AW) Palmer will detail E5s, and our newest addition from VS-29, AD1(AW) Villalobos, will detail E4 and below. Good luck to all of you and God bless.

*ADC(AW) Chris Couch
AD E6 Detailer
PERS-404DG2*

I am AD1(AW) Daniel Villalobos, the new AD E1-E4 and "A" school Detailer, reporting from VS-29 at NAS North Island, Calif.

One of the requirements before reporting aboard here is the successful completion of the Command Career Counselor course. This tough course teaches career counselors how to get Sailors all the benefits they are entitled to. Your detailer should not be the first person to contact when you are interested in obtaining orders. Your CCC has a great deal of information at their disposal, which will help you through the entire "JASS" process.

One thing that I have learned since I've been here is that detailers really do want to help the Sailor, but we can only offer orders to those who hold the correct NEC's for the job or if there is training available. The old rule of being able to fill a billet of "one pay grade up or down" is a thing of the past, done only on a case-by-case basis.

I look forward to working with you and for you. Don't be surprised if I call you at your window and ask, "Where do you want to go next, shipmate?"

*AD1(AW) Daniel Villalobos
E4 and below/"A" School Detailer
PERS-404DG4*

PR - Managing the Open Billets



As you probably already know, we're soliciting volunteers, primarily in paygrades E4 and E5, for recruiting. This may be an opportunity for you to be assigned to a recruiting district or station close to home. This effort has been initiated to bolster or "plus-up" the recruiting force to meet the Navy's mission requirements. If you're interested and eligible for shore duty, give me a call to find out more.

In addition to an increased emphasis on recruiting, the Navy is doing its best to retain high-caliber Sailors. We've had some of the best advancement opportunities, quality-of-life improve-

ments, and reenlistment bonus incentives in years. Efforts are being made to enhance all facets of the service in order to make a Naval career more appealing. It shouldn't be hard to figure out why – we need you. Before you make the decision to separate from the Navy, I urge you to weigh all your options. Talk with your Career Counselor and give me a call or E-mail.

As of this writing, there are several open sea duty billets, primarily in Whidbey Island, Wash., and Oceana, Va. These are high-priority, must-fill billets, and are the reason why I cannot write orders to San Diego or

Jacksonville. I'm flexible to the maximum extent possible when detailing you orders, but realize I can't offer you what isn't available. Also consider that these are both excellent assignment areas which provide a variety of recreational activities, educational opportunities, and family support. I'll be happy to provide you with details and a point of contact for any of these assignments. Orders to Whidbey or Oceana can be one of the best moves you'll make.

*PRCM(AW) Larry Zavada
PR Detailer
PERS-404DM*

AME - Going the Extra Mile

Greetings! I am AMEC(AW) Brian DeRitter, reporting as AME enlisted detailer from the Blue Angels at NAS Pensacola, Fla. I look forward to working for you as your detailer. AMCS(AW) Rippy is now detailing AMS E6-E7 and AM E8.

I am committed to my goal of trying to accommodate each Sailor's desires and their professional development, while still meeting the requirements of the Navy. Everyone in the nine-month PRD window should start negotiating for orders. Waiting only limits your choices. Current policy states each Sailor will be under orders at the six-month mark. We won't let you reach PRD without orders.

One more thing: When you are sending E-mail or leaving voice mail messages, please provide me with your social security number, reason for calling,

and a phone number so that I can call you back. Every effort will be made to return your phone call or E-mail within two working days. Please call back if we don't reply after two working days.

On advancement issues, no one will get you advanced except you. You must be willing to go the extra mile. Become technically proficient in your rating, take on collateral duties and increase your command involvement. I am amazed at the number of people I speak with who take rating exams without looking at a rate-training manual. OJT in your platform alone is not enough to cut a good score on your exam. Another avenue to take is taking the hard jobs like recruiting, recruit division commander, or being that top-notch performer in the rag outfit. Remember, if it were easy, then everyone could do it. I solicit your inputs on rating issues, and welcome the chance to speak with you.

*AMEC(AW) Brian DeRitter
AME Detailer
PERS-404EK*

AW - Special Programs Wants You

The theme of this month's *LINK* is recruiting. The AW rate has a requirement like every rate to provide a percentage of our people to special programs. The Navy is working to get the number of recruiters up to 5,000, and as a rate we are helping to fill the requirement.

It should be no surprise to any of you that 99.9 percent of the time an AW passes all screening requirements for recruiting and usually does an outstanding job in the field. In fact, one of our own was just recently meritoriously promoted to E7 for his outstanding work. So, if you call for orders, expect to hear, "Hey, have you considered hometown recruiting duty?"

As a great American I know says, "Now for the rest of the story." The biggest news is CEFIP (Career Enlisted Flyer Incentive Pay) program. We have received hundreds of responses, and we are replying to everyone to let you know we received it. All the data is being verified and then will be sent to PERS-3 for follow-on to DFAS. Please be patient, as we are trying to verify about 10,000 records that were sent in. The pay will be retro-active to October. The new SRB and SDAP numbers should be out by now, and we hope it made the rate very happy.

The new sea/shore rotation numbers are also out, and we

have finally got the second tour E5 sea time numbers down. The advancement numbers should continue to improve. A large number of senior people are retiring, so for those looking to promote the next two years should be looking good.

Just a reminder, the detailing window is still six to nine months out from PRD, vice the old three-month window. At the six-month point, we consider you to be at the EDWIN (Enhanced Detailing Window) point. Upon achieving EDWIN we are required to have you under orders except for someone with extenuating circumstances. Remember, the sooner you contact us with your

desires, the better the chance we will be able to accommodate you.

The following is a list of AW rating updates: We are still undermanned in the following NECs 7876/7873, 7815, and 7846. We are still paying top dollar in SRB for those NECs. The "A" School Memorial dedication was February 4.

Finally, if you call AWC or me and have to leave a message, please leave your SSN so we can look you up before we return your call. As an old friend of mine used to say, "Keep Your Feet DRY"!

*AWCM S.P. Fishbein
Aircraft Detailer
PERS-404EC*

Aircrewman Update



There are many questions that aircrewmen ponder during their career, and the biggest question is...Where can I go next for my career? Instead, consider what can you, the aircrewman, *do* for your career.

There are a number of things that can help your career, but the most important one is to become warfare qualified. Yes, we aircrewmen wear the wings of gold, and while very near and

dear to our hearts, aircrew wings have yet to be considered a warfare specialty. So, the number one item for all aircrewman is to become warfare qualified. If a warfare qualification has already been attained, the next logical step would be some arduous shore duty i.e. instructor duty, Recruit Division Commander (RDC), or recruiter. You may possibly earn a Master Training Specialist (MTS) designation.

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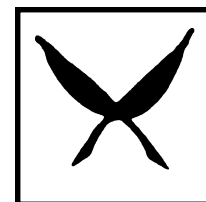
YN - Have You Ever Considered the Rewards of a Recruiting Tour?

If the answer is no and you are on your first term in the Navy, give it another thought. The Navy is looking for motivated third class petty officers for recruiting tours. Duty as a production recruiter has advantages such as Special Duty Assignment Pay (\$375 per month), meritorious advancement for exceptional performance, and some areas even get partial sea duty credit. Also, personnel who are assigned as production recruiters (NEC 9585) will be guaranteed a choice of coast assignment upon completion of their recruiting tour. If you are a YN3, have completed two years at your sea duty command and are eligible for shore duty, contact YN1(SW) Roddy.

Are you eligible for shore duty? Would you like to help shape the Navy's future? Think about a rewarding tour in Great Lakes as a Recruit Division Commander (RDC). As a RDC, you are the single most important factor in preparing new enlisted personnel for a successful Navy career. Personnel

transferring from sea duty Types 2, 4, and unaccompanied Type 3 will receive neutral duty credit upon successfully training nine recruit divisions. You also will receive a guaranteed choice of coast for follow-on assignment, and leadership experience that is unmatched by any other job – Navy or civilian.

Contact your detailer and discuss your options. YN3 and below, call YN1(SW) Roddy; YN1-YN2, call YN1(SW) Smolens; YNCM-YNC, call me. We would also like to say welcome aboard to YNCS(SW) Callahan, who is the instructor for the YN "C" (Flag Writer) school.



*YNCS(SW) Sharon Hoyt
YN E7 to E9 Detailer
PERS-405CD*

Aircrewman Update, continued

And now that CEFIP has taken effect, you can consider one of these career-enhancing billets without losing your flight pay (as long as you have met your gates).

Remember, as an instructor, recruiter, or RDC, you can advertise the aircrew program and have a positive impact on the aircrew community. Some things aircrewmen can do while at their current commands are to get involved with Navy-Marine Corps Relief Fund Drive, Combined Federal Campaign, or U.S. Savings Bond Drive. You can also get involved with command level initiatives such as the Command Training Team (CTT), Command Assessment Team (CAT), or become Navy Rights and Responsibilities Facilitator (NRR).

Always remember that education is important too, so if the opportunity arises through formal education or correspondence courses, go for it. Remember, it's not where you are stationed, but what you do and how you do it while attached to that command. Sustained superior performance on sea duty or arduous shore duty, in combination with a warfare pin, command support, community support, and education make up the equation that makes a good career.

Until next time, keep it low and slow and fly safe. Fly Navy!

*AVCM(AW/NAC) Marc T. Olson
IFT/EWOP/RM Detailer
PERS-404ED*

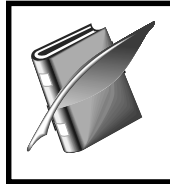
PN - Special Programs Build Careers

Congratulations to all of our new first, second, and third class petty officers and designated strikers.

Shore Special Programs needs you! If you are interested in recruiting, Recruit Division Commander (RDC), or instructor duty, give us a call.

Rating Conversions. Individuals considering rating conversion should keep in mind the fact that our community is undermanned, and should expect requests to be forwarded without a favorable recommendation.

Advancement. A diverse job history and a warfare qualification are very important if you expect to be competitive for advancement. If you are eligible for sea duty and you do not have a warfare pin, getting that qualification should be your priority when considering your next sea assignment.



PRD Rules of Thumb:

- PRDs are based on your paygrade or projected paygrade (in the case of selectees) at the time the orders are written.
 - A PRD will not normally be changed once established unless there is a change made to the sea-shore rotation for the entire community.
- If a PRD is "incorrect," an E-mail, phone call, or message from your command can get it adjusted.

PCS orders. It's very important to remember that once you have been issued orders, you become an asset of the Manning Control Authority (MCA). Detailers do not have the authority to cancel or modify orders without permission from the MCA.

*PNC(SW/AW) Southall
PN E5-E6 Detailer
PERS-405CE1*

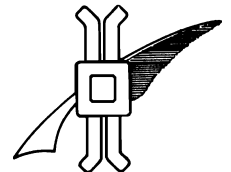
LN/NC/DM - Recruiting and Retention are Essential to Rating Success

In the Legalman and Navy Counselor ratings, these two subjects go hand in hand. Both ratings are conversion ratings, and in order to keep these ratings fully manned, recruiting is a never-ending task. If each LN and NC recruited just two people during their Navy careers, and those two people each recruited two more, our ratings would always be manned and commands would not be understaffed. Training is a word that evokes a grimace and an "I'll do it later" attitude. Wouldn't it be nice to

get seasoned personnel into a command, where all you have to do is point and say, "There is your desk and computer. Call me if you have any questions"?

Realistically, none of us would have progressed to where we are today without receiving training from someone. Remember when you were fresh out of "C" school and walked into your first legal office or career counselor's office and stood there glassy eyed, wondering what was going on? I do! I am grateful to the chiefs and petty officers who

trained me. Recruiting and training are everyone's job. Consider a rewarding tour as a recruiter, Recruit Division Commander, or "C" school instructor!



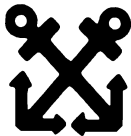
*LNCS(SW/AW) Bruce M. McAdams
LN/NC/DM Detailer
PERS-405CG*

BM - Critical Jobs

If you are rotating to shore duty, I challenge you to think long and hard about special programs billets. These critical jobs offer the chance to grow professionally, while maintaining a competitive edge for advancement. As most of you know, detailers are currently screening Sailors rotating from sea duty for special programs positions in recruiting as Recruit Division Commanders (RDC) and as instructors at Service School Command.

There are numerous benefits being offered to aid in your decision making process. Recruiters earn special duty assignment pay of \$375 a month, credit for sea duty while serving in certain locations, reimbursable expenses, and meritorious advancement for exceptional performance. RDCs also get special credit depending on the number of classes supervised. Call your detailer for specifics.

All hands must get the message out that the Navy is still hiring and is still the best place for qualified young people to be. You can be a part of the message, and shape the Navy of tomorrow.



*BM1(SCW) Hoening
BM3 and Below Detailer
PERS-405DC3*

MA - Sea/Shore Rotation Correction

The sea/shore rotations for the MA rating published in the January - March issue of *LINK* were incorrect.

Below are the correct sea/shore rotations, based on NAVADMIN 026/00:



MA3	60 sea / 36 shore
MA2	54 sea / 36 shore
MA1	42 sea / 36 shore
MAC	36 sea / 36 shore
MACS	36 sea / 36 shore
MACM	36 sea / 36 shore

The editors of *LINK* regret the error.

QM - Shore Duty an Important Balance

The time has come to rotate to highly deserved and long awaited shore duty. What to do and where to go are on your mind. Your time spent on shore duty is as critical to your career as the time spent on sea duty. This is why your choice is so important.

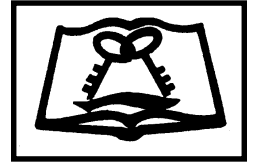
The most rewarding and challenging billets for QMs are as recruiters, Recruit Division Commanders, and instructors. With the exception of a few instructor billets, these jobs are not displayed on JASS because there is a nomination process to get them. Once nominated to the billet, your command will receive a screening message containing instruc-

tions that need to be followed for you to successfully be assigned to the billet.

Training enroute to these billets is some of the best the Navy has to offer, and there are numerous benefits for completing a successful tour. So when it comes time for shore duty, give us a call or send us an E-mail, and we will work hard to get what you want and deserve to further your Naval career.

*QMCS Hillebrandt
QMCM-QM1 Detailer
PERS-405DE*

MS - Recruiting the Recruiter



Are you a hard charging MS3 or MS2? Are you within nine to 12 months of your PRD? Are you looking for that challenging shore tour, possibly close to home? Then you should consider recruiting. Recruiting is a great way to better yourself and the Navy. Listed below are some incentives:

- Sea Duty credit up to 24 months for certain areas.
- Proficiency pay up to \$375 per month.
- Advancement in rate program: Recruiters can be advanced up to E7.
- Excellent advanced training.
- Follow on tour guarantees (choice of coast).

Call or E-mail us for all the recruiting opportunities. This is one of the few ways to get stationed

away from fleet concentration areas, possibly close to home, and meet new people every day.

As this tour of duty comes to a close, it has been my pleasure to have served you and your families. As I prepare for my next assignment, the precommissioning of USS WINSTON CHURCHILL (DDG-81), I would like to welcome aboard MS1(SW) Kavanagh, from USS HUE CITY (CG-66). Again, thank you for your pride, professionalism, and support during this challenging but rewarding tour. I hope to see you in the fleet.

*MSC(SW) Bowles
MS3 and below shore duty assignments
PERS-405EC5*

"SMART" Transcripts Online With Navy College Program



Jump start you college degree completion plan by discovering what credit you have already earned!

Sailors can now view their unofficial Sailor and Marine Corps ACE Registry Transcript (SMART) online, at <http://www.navycollege.navy.mil>. Sailors without Internet access can call the Navy College Center toll-free, (877) 253-7122.

SH - Farewell From the Detailer

I would like to take this opportunity to thank my superiors, subordinates, and constituents for supporting me during my tenure as the leading SH Detailer. You made my tour a very enjoyable one. I am currently under orders to USS FRANK CABLE (AS 40), a forward deployed ship whose schedule requires it to be away from homeport 50 percent of the time. I have chosen a forward deployed ship, and my first ever separation from my family, because of the professional challenges the billet offers. I'm being relieved by SHCS(SW/AW) Patrick Alamillo, reporting from USS KITTY HAWK (CV 63).

I also would like to congratulate the newly selected master and senior chiefs. Keep charging!

*SHCM(SW) Danny Lara
Senior SH Detailer
PERS-405ED*

SH - A Rewarding Shore Duty Tour

Looking for a career enhancing shore duty assignment? Look no further - recruiting is the answer! We are looking for good people to fill these challenging assignments. Here are some details about the great benefits of this program.

- Selection boards look very favorably upon personnel who complete a recruiting tour.
- Proficiency pay of \$375 per month.

- Meritorious advancement program: Recruiters can be advanced up to paygrade E7.

- Sea duty credit up to 24 months for some recruiting districts (see below):

NRD Buffalo	18 months
NRD Ohio	12
NRD Kansas City	9
NRD Michigan	18
NRD New England	12
NRD Omaha	12
NRD Pittsburgh	18
NRD Chicago	18
NRD Indianapolis	12
NRD Los Angeles	12
NRD Minneapolis	12
NRD New York	24
NRD Philadelphia	18

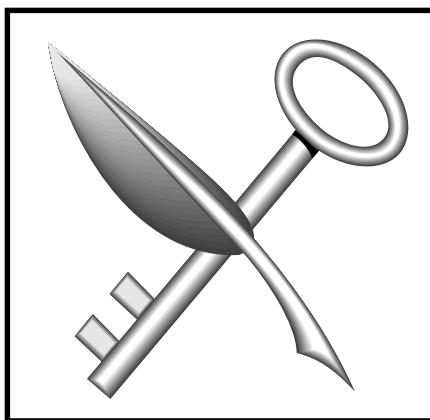
- Follow on tour guarantees (choice of coast) upon successful completion of recruiting tour.

- Training – we will send you to school to learn sales and effective persuasion techniques.

- Leadership – Highly motivated CPO/SCPOs can fill leadership positions with almost every NRD.

If you are interested in this career-enhancing duty, please don't hesitate to contact your detailer.

*SH1(SW) Flores
SH E5 Detailer
PERS-405ED1*



Farewell from another SH detailer. As this challenging tour of duty comes to a close, it has been a pleasure to serve you and your families. I hope that I have

helped you in your Navy career with positive decisions concerning your next assignment. I would like to thank each and every one of you for your support as I served as your Detailer.

As I prepare for my next assignment aboard USS KITTY HAWK (CV 63), I will always remember the pride and professionalism you have displayed in accepting the most challenging assignments.

My relief, SH1(SW) Ciapponia, brings with him an extensive knowledge of the SH rate, as well as outstanding leadership and interpersonal skills. I feel confident he will serve you well. Good luck to each of you in your careers.

*SHC(SW) Sarah Harry
SH3 and below Detailer
PERS-405ED2*



JO/RP - Navy Attracts Good People

Every day I'm at my desk (hidden away in my cubicle!) here at NPC, I meet people...sort of. The Navy people I talk to every day are a high-quality group of professionals that persevere despite many challenges and difficulties. Our RPs and JOs are serving all over the world, many deployed in combat units, devoting themselves totally to the mission.

So how did we get so lucky? Where did these superb military professionals come from? How is

it that we merit consideration in a rewarding career or a national duty, when our economy is booming and we hear that high paying jobs are available all over our great Republic?

Well, this is not very fashionable (but you know how old fashioned I am!!). In my humble opinion, we owe our good fortune as a service to two factors. We owe it to you for your dedication to professional and personal growth, and we owe it to our recruiter for seeing us as we

might be (in uniform). I say this particularly because I remember what I must have looked like to my recruiter!

If you're due for shore duty (preferably a PO2 or PO3), and you want to help in this effort to get good people into our Navy and into our ratings, let me know. It's fantastic duty, with many great rewards.

JOCM(SW) Lovato
JO/RP Detailer
PERS-405CF

SK - Top Performance is Rewarded

There are no two words in the detailing community that get more use than "career enhancement." You've probably heard it more than once, especially as a junior SK, when your supervisors and those crusty master chiefs encouraged you (as you encourage your junior Sailors today). They said to take on collateral duties and to accept arduous sea duty assignments in the name of (say it with Navy pride): career enhancement.

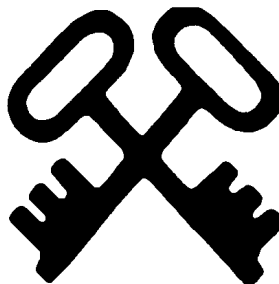
At your command, it pertains to taking on added responsibility and eventually getting a more favorable personal record as documented in your evals. As it relates to NPC and the detailing process, it is the willingness to take on duty assignments different than what one may personally favor. It is maintaining eagerness and the enthusiasm to accept the sea and shore rotation process as a fair and equitable program. The Navy's policy of rotating individuals is a dynamic program, which always takes into consideration personal needs and preferences. It has come a long way in rewarding deserving individuals who

appreciate and put in the effort to advance their career.

I am a firm believer that there are numerous ways to get a job done right, and that one's Navy career could be enhanced in a varied number of ways. But by the nature and mission of the organization to which we volunteered to be a part of,

sustained superior performance at sea is the primary part of the formula where you can almost never go wrong. A traditional sea-shore rotation, (Type 2 to Type 1) certainly would be looked on more favorably by most selection board members.

There are several non-traditional assignments, such as recruiting, Recruit Company Commander, or "A" school instructor, which will all enhance your career. Off duty (or while deployed), you can also work toward an associate's, bachelor's or even a post-graduate degree, which not only favors you while on active



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AK - Get the Facts Before Making Important Career Decisions



Throughout your Navy career, you will have to make many decisions that will affect your overall career path. How well you make choices or solve problems will dictate how successful your Navy career is. It is important that, prior to making a decision, you have all the available information possible and it is gathered from as many sources as possible. Furthermore, you should become familiar with all the policies that are applicable to your situation.

With all that said, consider assignment as a Navy Canvasser Recruiter (NEC-9585). Recruiting duty is one of the Navy's most challenging, rewarding, and career enhancing assignments. Some additional benefits of recruiting duty are:

- Selection Boards look favorably on those who successfully complete the tour as a Navy recruiter.

- Proficiency pay in the amount up to \$375 per month.

- Meritorious advancement program: Recruiters can be advanced up to paygrade E7, if qualified, and based on their productivity as a recruiter.

- Sea duty credit of up to 24 months is available, depending on recruiting district.

- Follow on tour guarantees (choice of coast) upon successful completion of a recruiting tour.

- Training: You will be sent to recruiting school to learn effective sales techniques.

- Leadership: Highly motivated chief and senior chief petty officers can fill many leadership positions within almost every Navy Recruiting District.

If you meet the requirements outlined in the ENLTRANSMAN, Chapter 9.63,

and have the desire to have a successful journey in your career, give me a call and request to be nominated to the recruiting detailer.

Finally, my tour here at Navy Personnel Command has come to an end. I am headed to USS JOHN F. KENNEDY (CV 67) for another exciting and challenging tour at sea. It has been a pleasure to serve our community as lead detailer. I would like to welcome aboard my relief, AKCS(AW/SW) Patrick Adams, transferring from USS PELELIU (LHA 5) in San Diego. Senior Chief Adams will continue to provide the same outstanding customer service that you have enjoyed during the past three years.

AKCM(AW) Terry A. Person
AK Lead Detailer
PERS-405FD

Top Performance, continued

duty but certainly makes you more competitive after retirement.

Take the initiative and have the foresight to know the value of personal sacrifice as it relates to your career. It will go a long way and will certainly be worth it.

SKCS(SW) Enrique M. de la Cruz
Senior SK Detailer
PERS-405FC

Stay on Top of Your Rating!

Read what your Enlisted Community Managers and Technical Advisors have to say, in the front of LINK.



FC - Where All Those Billets Are

When we talk about the fire control rating, we use the term “sea-intensive.” To understand this term, you must know the facts. There are approximately 1,375 FC shore and neutral duty billets. This includes all Fleet Training Centers, Service School Command, ATGs, ATRCs, FTSCs, SIMAs, SRFs, BUPERS, and more. Compare this number to the 5,200 total number of FC billets on sea duty. The ratio works out to be close to four sea duty positions for every shore duty position. As you can see, the fire control billet structure does not afford every FC the opportunity for shore duty within our rating. To complicate matters, add 44 NECs that the rating has, and you can see just how focused our shore duty jobs are.

To give all FCs the opportunity for shore duty, we rely on other programs such as recruiting, MEPS, brig, physical security, etc. Consider recruiting duty, which offers the following benefits unavailable in any other shore duty program:

- Meritorious advancement through the Recruiting Excellence Incentive Program (REIP).
- Points toward advancement.
- Special Duty Assignment Pay (SDAP) of \$375 per month.
- Partial Sea Duty credit for certain NRDs.
- Follow-on tour guarantee (choice of coast).
- The chance to serve near your home town.
- Navy Recruiting Ribbon at tour end.

The opportunity to go recruiting has never been better because of current manning challenges facing the Navy. On a case-by-case basis, we are even shortening sea tours for recruiting volunteers. If you had previously decided to separate, but would like to reconsider for the rewards of recruiting duty, contact your detailer. We are opening up to 700 new recruiting billets.

In many cases, recruiting is the only way we'll be able to keep you in a specific geographic location. If you're focused on making CPO, SCPO, and

MCPO, there is no better shore duty than recruiting to strengthen your package. For more information, contact your Command Career Counselor, local Recruiter Selection Team representative, and refer to Chapter 9.63 of the Enlisted Transfer Manual.

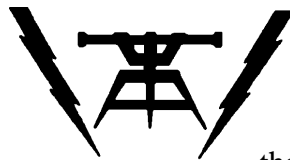
We now take a moment to welcome aboard FCC(SW) McMillan, who comes to us from USS GETTYSBURG (CG 64). He has relieved FCC(SW) Sylves as the East Coast E1 to E6 Detailer. Chief Sylves, under orders to COMUSNAVCENT in Bahrain, has been a vital member to the team, and we wish him “fair winds and following seas.”

*FCC(SW) Spinney
FC E1-E6 (Pacific) Detailer
PERS-406CF2*

GM - Recruiting Opportunities Open

In the next year, the gunners mate rating will face a wide variety of challenges. One of these challenges will be to close the gap in our manning shortfalls. Due to these shortfalls in the numbers of new recruits entering the Navy, many new opportunities have recently been opened up to our fleet Sailors. We have been authorized to open up 700 new recruiting billets to aggressively deal with this issue. This rewarding recruiting tour that has been opened offers increased advancement opportunities, pay increases, extra awards, and recognition. It also offers a chance to work near your home of record. Recruiting is a great career move that will allow you the chance to separate and elevate yourself from your peers, and increase your chances for advancement. We are very excited to be

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ET - Opportunities to Excel



“Hello, this is your detailer. Would you like to go recruiting?” How many times have you contacted your detailer lately and heard these words? Almost every time, right? Even in JASS, you are told to contact your detailer about recruiting.

Most of you remember the recruiting pushes of past years, where you were given three choices and they were recruiting, recruiting, and recruiting. Right now, you do have a choice. No matter where you are, as long as you have met minimum tours, we will consider you for recruiting.

We are doing it this way to get the people who want to go

recruiting in the field. Everyone knows a volunteer works harder than someone forced to do a job. Another difference is we want the junior Sailors who better relate to high school students and the younger generation.

Look upon recruiting as an opportunity to excel, and don't be persuaded by the rumors of how

recruiting “used to be.” If you want to go recruiting, give your detailer a call, or special programs recruiting detailer at DSN 882-3877/3861, Comm (901) 874-3877/3861.

*ETC(SW) Patrick
ET Schools Coordinator
PERS-406DE*

IT - NCTAMS or Recruiting

Anyone in the IT world who has seen the JASS requisitions for shore lately would have noticed the large numbers of overseas shore duty billets and all major NCTAMS billets both

overseas and in CONUS. Although we are diligently trying to fill these billets under MCA (Manning Control Authority) priorities, you can still volunteer to complete a challenging tour of recruiting duty.

Recruiting duty offers an opportunity for you to return to your home state or even your own hometown. It can also give you the opportunity to “switch coasts.” If you are a Pacific Fleet Sailor and complete a recruiting tour on the East Coast, you can stay on the Atlantic Coast, CONUS, or overseas for your follow-on sea tour.

Our rating is adequately represented in recruiting, but we will support the IT volunteers who wish to complete a challenging tour of recruiting. Contact your Command Career Counselor or detailer for more information.

Recruiting Opportunities, continued

able to offer these billets to our gunners, and open up some shore duty stations that have not previously been available.

We have also had a major turn around in our gunners mate detailing staff in the past few weeks. I would like to take this opportunity to thank GMCM(SW) Zino and GMC(SW) Froemming for their dedicated efforts and service to the fleet throughout their tours here at NAVPERS. It has been a pleasure to work with them, and we wish them all of the best in their new civilian careers. I am

also pleased to welcome our new detailers, GMC(SW) Harris and GMC(SW) Miller. Chief Harris comes to us from USS MILIUS (DDG 69) in San Diego, and has assumed the duties as the GM Atlantic E1-E6 Detailer. Chief Miller has reported to us from USS BUNKER HILL (CG 52), and will be our GM Pacific E1-E6 Detailer. I will then move over to assume the duties as the E7-E9 Detailer. All of the phone numbers and E-mail addresses will remain the same. We look forward to serving you, and wish you all of the best.

*GMCS(SW) Hughes
GM E7-E9 Detailer
PERS-406CG*

*ITC(SW) Francine J. Jubb
IT E5 to E6 (Pacific) Detailer
PERS-406DR3*

OS - A Rating With a Strong Future

This is my last *LINK* submission, as I will be transferring in March to sea duty as the Senior Enlisted Advisor at Naval Space Command Det. Echo. I have truly enjoyed my tour as an enlisted detailer, not that the job has always been fun.

Our rating went through a number of drastic changes during my tenure. The size of our community decreased by almost 1,500 Sailors in the last three years, due largely to the decommissioning of many ships and commands. The most noted effect of the drawdown on our community was advancement opportunities. Advancement up to E5 will continue to be open. Opportunity from E5 to E6 has been extremely tight, but the last cycle was the best percentage for E5 to E6 in the last five years. Right now it looks like the advancement to E9 will be higher than it has been in many years, and E8 will continue to be good. E7 numbers are hard to predict at this point, but we expect them to be comparable to last year.

The sea/shore rotation of our rating has changed. In the past, the first sea duty tour was shorter than the second one. The change in our rating prescribed sea time (PST) means the first sea duty tour is 60 months, and the second would be 60 months if paygrade was E4 and below, 54 months for E5 and 48 months for E6. That is a pretty big incentive to advance.

The future of our rating is strong as we continue to evolve into new technologies and warfare areas. The Selective Reenlistment Bonus (SRB) remains active and viable for our rating. The Special Duty Assignment Pay (SDAP) inputs we submitted, and will continue to campaign for, ask for increased pay for NECs 0318 (AIC), 0319 (AICS), and 0324 (ASTAC). We also requested SDAP be established for NEC 0327, Sea Combat Air Controller (SCAC). The NEC 0327 is just coming on-line as an entry level air controller position. It is similar to the old ASAC (Anti-Submarine Air Controller) position.

The new class "C" school is up and running. This new school is called Operations Systems Specialist, and awards NEC 0326. The OS rating now has a school that covers an array of tactical information and warfare area procedures. OSs rolling back to sea from shore duty will directly benefit from the refresher information, and hopefully be able to hit the deck running when they report aboard their new command.

In this issue of the *LINK*, you'll find many of the incentives for accepting assignment to recruiting duty. I don't want Sailors to think of this career decision as the "Flavor of the Month." Recruiting duty is a necessary and high profile posi-

tion. I encourage OSs to volunteer for a recruiting position if that duty appeals to them, and they feel they have the skills to excel in that program. On the other hand, it is imperative that Sailors communicate their lack of desire to be a Navy recruiter. Our job as detailers is to manage the worldwide assignments of all OSs. We want to find the best Sailors for each billet. Our first choice is and will always be to seek volunteers for any program or assignment. Remember, taking an out of rating assignment means you are agreeing to stay abreast of changes and be competitive for advancement.

Detailing personnel changes. OS1(SW) Ricky Caldwell reported aboard from USS FIFE (DD 991), and has assumed the duties as E4 and below detailer. OS1(SW/AW) Moran is due to report aboard in the early spring. OS1(SW) Brad White will be transferring in June to PCU Winston Churchill.

As I close my last *LINK* submission, I must say that serving as a detailer was an honor. I remain committed to our chosen profession and look forward to my next assignment. Sea Power!

*OSCS(SW) Timothy James Otty
OS E1-E4 Detailer
PERS-406CQ*



MN - Varied Billets Await Volunteers

All detailers are soliciting volunteers for recruiting duty.

This may be just the opportunity you want. Several incentives are offered for recruiting, including:

- Selection Boards look favorably upon all personnel who successfully complete a tour as a Navy recruiter.

- Proficiency pay in the amount up to \$375.00 per month, starting upon your arrival at your Navy Recruiting District (NRD).

- Recruiting Excellence Incentive Program (REIP) - Qualified recruiters can be advanced, up to E7, based on their productivity.

- Training - recruiting school teaches sales and effective persuasion techniques.

- Leadership - highly motivated chief and senior chief petty officers can fill many leadership positions within almost every NRD.

Pre-screen yourself for recruiting duty using the following criteria:

- In the past 36 months, you must not have been found unsuitable for any special program.

- Must have 3.0 or above in all traits, and be recommended for advancement/retention.

- No NJP, court martial, civil conviction, or significant involvement with civil authorities within the past 36 months.

- No alcohol incidents in the past 36 months.

- No illegal drug involvement in the past 36 months.

- Within body fat standards.

- Dental class I or II and medically qualified.

- Possess a driver's license.

- Must qualify under OPNAVINST 1740.5, and be financially suitable.

- Must be recommended by your current CO.

All requests will be handled on a case-by-case basis.

Due to the overwhelming response for volunteers to USS ARDENT and USS DEXTROUS, both platforms should be fully manned by the time this article is released. If you submitted a 1306 volunteering for

Bahrain and were not selected for one of these platforms, I will hold them, and man USS CARDINAL and USS RAVEN when they shift homeports.

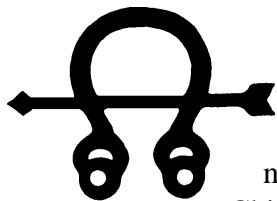
Another significant event that recently happened was the embarkation of females onboard USS KINGFISHER and USS CORMORANT. With these new Women at Sea billets, the opportunity to earn an ESWS will increase, helping mineman females advance. Well done to the volunteers who seized that opportunity.

*MNCS(SW) M. W. Thanscheidt
MN Detailer
PERS-406EM*



An Aviation Boatswain's Mate aboard USS SAIPAN (LHA 2) visually guides the pilots of an MV-22B Osprey to a landing spot aboard the ship. The Osprey was in its shipboard developmental stage. U.S. Navy photo by PH1(SW) Benjamin Olvey.

STG - The Rewards of Navy Recruiting



Wow,
what a way
to start the
millen-

nium. I am
Chief Stelling,

the new STGC E1-E6 East Coast Detailer. I'm relieving STGCS Watkins, who is retiring after serving for 24 years. I wish Senior Chief Watkins fair winds and following seas in all his future endeavors.

I am glad to have the opportunity to make my introduction, because it gives me a chance to make a pitch for a program I firmly believe in, recruiting. Before you throw this copy of *LINK* in the round file, hear me out. How many times have you found yourself complaining about the quality of Sailors enlisting today? Or, the lack of challenge your job offers? Here's a chance to make a difference.

Recruiting has many incentives and benefits to offer highly motivated Sailors looking for a chance to excel in a unique and demanding role.

- Proficiency Pay in the amount up to \$375.00 per month, starting upon your arrival at your Navy Recruiting District.

- Recruiting Excellence Incentive Program (REIP): Top recruiters can be advanced up to E7, based on productivity.

- Sea duty credit up to 24 months is available for some

recruiting districts. Credit will be applied toward your next sea tour assignment.

- Follow on tour guarantees (choice of coast) upon successful completion of recruiting tour.

- Selection boards look very favorably upon all personnel who successfully complete the tour as a Navy recruiter.

- Many recruiting stations (over 1,200 in 50 states, including Guam, Puerto Rico, and the Virgin Islands) are located far

from military installations, offering a change of scenery.

Think it over. If you're a motivated PO3 or above, recruiting may be just right for you. For more information concerning recruiting, contact your Command Career Counselor and refer to Chapter 9.63 of the Enlisted Transfer Manual.

*STGC(SW) Stelling
STG E1-E6 (Atlantic) Detailer
PERS-406EU3*

TM - Finding the Good Shore Duty Billets

The TM rating is always looking for good shore duty billets that will enhance the opportunity for advancement. As it turns out, this type of duty has been staring us in the face for years.

Today's incentive programs are both career enhancing and financially rewarding. Recruiting can provide the chance to go to college, move near a preferred location, and an additional \$375 proficiency pay per month while serving as a recruiter. Some locations offer up to two years sea duty credit. If that's not enough for the best of the best

recruiters, meritorious advancement up to E7 is also possible.

Call early if you are interested in an exciting tour as a recruiter.

Remember that success is a choice, it doesn't just happen.



*TMCM(SW) J.L. Scott
TM Detailer
PERS-406EW*

DT - Consider “C” School Training

The Dental Administrative School has a revised curriculum. Starting in February, the new course will be taught at NSHS San Diego. There will be two 8703 classes per year, with 15-20 seats per class. There are eight seats left for the class convening July 27, 2000.

Candidates for 8732 and 8783 NECs can submit packages immediately for FY01 seats. Complete packages must be received no later than July 14. A package screening process for the best candidates starts on July 17, and selectees will be notified NLT August 4. School for the 8732 NEC convenes twice a year in San Diego, and 8783 school convenes quarterly in two locations: Portsmouth Naval Hospital, Va., and Balboa Naval Hospital in San Diego.

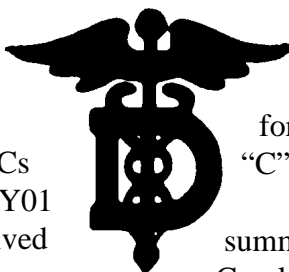
Schools for 8752 and 8753 NECs are wide open. Both NECs offer Selective Re-enlistment

Bonuses for qualified candidates. Contact your CCC for more information on SRB eligibility.

Schools for the 8752 NEC convene seven to nine times each year, and 8753 school is twice a year. Both schools are at Sheppard Air Force Base, Wichita Falls, Texas. To apply for these courses, you must submit a complete “C” school package to PERS-407 for selection.

The Dental Hygiene School starts every summer at three locations: Newport, R.I., Coastal Carolina, Camp Lejeune N.C., and Pensacola Jr. College, Pensacola, Fla. More information on this excellent program can be found on BUMED message R032121Z JAN 00.

Apply now for the “C” school of your choice. Let the Navy to give you the education you deserve!



*DTC(FMF) Lyn Jones
DT E5-E6, 8703/52/53/65 Detailer
PERS-407CD1*

HM - Amphib Recon Corpsman

If you are a hard charging, motivated hospital corpsman looking for a challenging job, then reconnaissance is for you! Recon corpsmen are attached to Marine Corps recon platoons and are deployed worldwide on diverse missions. The “training pipeline” takes approximately one year, depending on class convening dates.

To qualify, you must be an 8404 FMF corpsman, and then you must successfully pass a screening test provided by an experienced 8427 or 8403. After successful completion of your

screening test, complete a package per the CANTRAC and mail it to our “C” school section. If your package is screened favorably, you’re off to the Basic Reconnaissance Course, Advance Reconnaissance Course, Combat Dive and Dive Medicine, Special Operations Medicine at Fort Bragg, N.C., and finally Jump School at Fort Benning, Ga.

Current special pay incentives are among the Navy’s highest, with jump pay, dive pay, and SRBs at 4.0 in zones A,B, and C! And if you still seek a more challenging career path, the next

step is 8403 (Amphib Recon IDC)!

So, if recon is where you would like to go, see your CCC or contact the 8427/ 8403 Technical Leader, HMCS (FMF/DV/PJ) Fitzgerald, at DSN 365-2999, Comm (760) 725-2999.

*HMC(SW/FMF) William (Mark) Stone
HM 8403/25/27/93/94 Detailer
PERS-407CH*

HM - Details on Component UICs

It has been about a year since we began the realignment of Navy medicine into the component UICs. This project is now about 95 percent complete, with a few overseas commands left to realign. Roughly 5,200 hospital corpsmen have been assigned to an augmentation platform through this process. As I have stated in previous messages, component UICs are nothing more than a readiness platform in the event of a Navy-wide mobilization where it is necessary to augment these platforms.

How do you know which platform you are assigned to? First of all, the component UICs are only available for personnel on shore duty. Those of you on sea duty are already on a deploying unit. This will only affect you when you transfer back to shore duty. If you were under orders to shore duty INCONUS, or you were on shore duty during the transition period (within the last six months), you may need to contact your Command Career Counselor or your manpower department to determine which UIC you are assigned to. If you are on sea duty, overseas, or you are currently up for orders, you will see the platforms when you access JASS. The billets will show the parent command first and the augmentation platform second. To illustrate what they might look like, a few examples are listed. NH CHFH JAX DET – this is NH Charleston, S.C., with the augmentation being Fleet Hospital Jacksonville. NMC P SAIPAN DET- this is NMC Portsmouth, Va., with the augmentation being USS SAIPAN. NH JAX 2 FSSG DET- this is NH Jacksonville with the augmentation being 2nd FSSG, Camp Lejeune, N.C.

Remember these are all shore duty billets at naval medical facilities. Don't let the second part of the billet title confuse you.

Which component UIC should you apply for? As a general rule, if you hold the 8404 NEC you can apply for a billet that has an FMF platform attached to it. Those of you with shipboard experience can apply for the "USS" platforms and so on.

Whichever billet you apply for, it is really the parent command you are asking for. If you have any questions concerning component UICs, please feel free to contact me anytime.

*HMC(FMF) Anthony Weatrowski
HM 8408/45/46/83/86/89/8541 Detailer
PERS-407CG*

Detailers Offer to Visit Commands

One of the many things we do as detailers is go on trips to speak with Sailors. These trips are very educational for both you and us. We get the opportunity to find out the issues that you have, and hopefully help resolve some of those issues. You get to meet us and learn about the tools we base our decisions on.

Some of the services we provide during a detailing trip are: Power Point briefs to explain the detailing process. This includes things we can and can't do, Job Advertising Selection System(JASS) issues, and an explanation about component UICs. We offer possible on-the-spot approval of "C" School packages, if they are complete and the school is available. This is possible for all schools, except for our board schools. Finally, we give one-on-one counseling, discussing career possibilities, intentions, and "C" Schools.

These are just some of the services that we can provide on a detailing trip. A job fair at your command is the perfect opportunity for the detailers to come and see personnel. If your command is interested in this outstanding service, contact any one of the detailers and ask what we can do to make this happen for your command.

*HMC(FMF) Julie R. Adams
E4 & Below 8404/0000 Sea Detailer
PERS-407CM*

HM - Make Plans to Extend Early

Personnel who have been on shore duty for 36 months can request to extend onboard their current duty station, via their Command Career Counselor, if they are not in their nine-month window. Once in that window, they will need to utilize JASS for orders, because most likely their billet will be filled already if sea duty is available for the NEC. Personnel who have 48 months or more shore duty will most likely be disapproved for extensions, and need to utilize the JASS

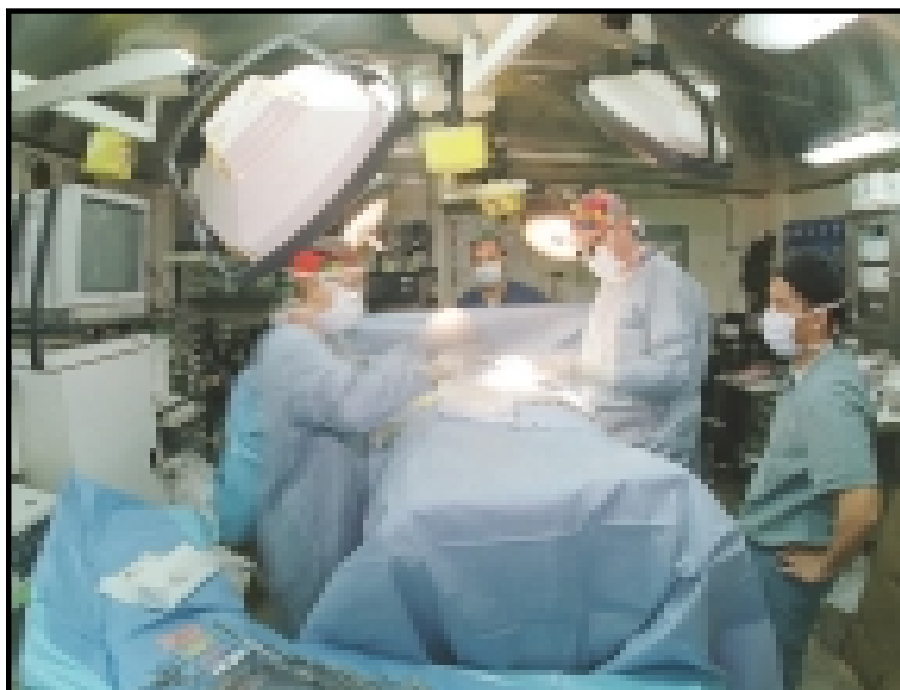
system for a set of sea duty orders.

For most NECs, sea duty consists of: Marine units, ships, fleet surgical teams, and hospitals and clinics located overseas. For all NECs, EPMAC is actively involved in the orders writing process. All E7 and above orders are chopped to EPMAC, along with all requests for paygrade substitutions. Personnel should look at requisitions in their paygrade first, then at requisitions outside their paygrade,

unless the detailer so notes otherwise on JASS or the Web Page.

As always, I am available for questions via E-mail or phone. However, you must use JASS to negotiate orders. Check out our Web Page at <http://www.persnet.navy.mil/pers407/index.html> for more information, and to see the requisitions

*HMC Dawn Fuston
HM 8434/95/96/8503/05/06 Detailer
PERS-407CR*



(L to R) HM2 Raul Dalisay, LCDR William Carnevali, CAPT Kim Ranbarger and HM3 Alex Mendez team up to perform an Inguinal Hernia Repair procedure. The team performed the operation during a recent deployment aboard USS CONSTELLATION (CV 64). U.S. Navy photo by PH3 Timothy Ward.

LINK E-mail address:
link@persnet.navy.mil

CT/IS/EW - Making the Navy a Career

There are a lot of advantages to making the Navy a career. Moving every three years can be an advantage. Being able to start afresh in a new job can be invigorating and challenging. A new job offers an opportunity to grow personally and professionally. What some Sailors fail to realize is that ***the more challenging the job is, the more rewarding it is!***

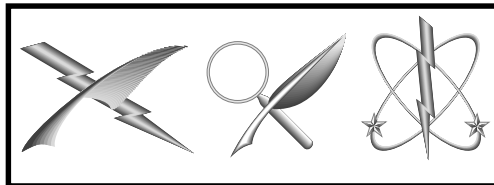
Since this is my last *LINK* article, I would like to pass on some advice to the Sailors out there. Listen to your CCC and especially listen to your detailer. The detailer is the best source of information regarding career progression, and has your best interests in mind.

There are several other things I'd like to pass onto you in regard to planning your career. Stay within your rotation. Sea/Shore and OUTUS/CONUS were established for a reason. Adhering to the established rotation does two things: Provides you with the best chance for promotion, and enables everyone to get a fair share of sea/shore or OUTUS/CONUS duty.

We break this established rotation pattern on rare occasions. If you desire to extend onboard your current duty station, submit your request a year prior to your PRD! If you are already within your nine-month PRD window, call your detailer prior to submitting a 1306/7 to extend onboard your current duty station, *as*

chances are the billet you are currently occupying has already been filled. If you are on Type 1 shore duty (CONUS in particular), your extension request will likely be disapproved. Extensions on Type 2 sea duty, however, are generally approved.

Spouse collocation requests are another topic of concern. Often, we are able to fulfill most of the 500 spouse collocation requests we receive annually.



First term collocation requests are particularly difficult to satisfy. While we work hard to make these collocations possible, it doesn't always work out. There are occasions when both military members are due sea duty. When this happens, we normally allow one member to break rotation to serve on shore duty while the other serves at sea. *If you fit into this category, you will go to sea for your next tour.*

Single parents, like everyone else in the Navy, are supposed to be worldwide assignable.

If you are due sea duty, you need to arrange to have someone care for your children while TAD or on deployment. Don't expect to be able to go your whole Navy career without having to do your

share of DIRSUP or PCS afloat. That is an unrealistic expectation. If you are a single parent and are unable to meet the criteria outlined in the Dependency Care Certificate, administrative separation is probably your best option.

One other thing I'd like to mention is orders. Once you are under orders, it is very difficult, and sometimes impossible, to change them. One common exception is when a Sailor elects to separate vice obligating service. Depending upon the situation, the Sailor may have the original orders cancelled or may have them modified to reflect the separation (EAOS) date. Please note that failure to OBLISERV will *not* get you out of orders to sea duty!

In closing, the time has come for me to turn over the reins of the Rating Assignment Officer position to CWO2 Sam Kelley. He will be reporting aboard in June to PERS-408 from the USS COWPENS (CG 63). Many thanks to our administrative personnel, who have provided outstanding support to our 14,000 Sailors worldwide. The detailers and staff are the finest group of professionals I've ever had the pleasure of serving with. Once again, thanks to all for a most pleasurable tour.

CWO2 Jim Morris
Rating Assignment Officer
PERS-408C

IS - New Detailer Coming Aboard

All good things must come to an end. The same is true for this job! The detailer's job is a demanding one, with the detailer often bearing the brunt of the Navy's shortfalls. Remember, we don't dictate the Navy's needs; we fill them the best we can while trying to match the Sailor's needs.

Not everyone is cut out for the Navy. When a disillusioned Sailor calls, I try to look at the situation from their point of view. However, needs of the Navy may still outweigh personal desires. Thus, I try to point out the benefits of taking a particular set of orders. Although we don't have the quantity of Sailors we need to get the job done, we certainly have the quality to make up for it!

As a community, we have made great strides to "professionalize" our rating and increase retention. We are producing, what I believe, is the best crop of new ISs we've seen in years. With the re-vamping of "A" school, and the introduction of the Journey-

man course expected to pilot this spring, we will implement the first ever mid-career professional training course in the Navy.

As I depart, I'd like to leave you with some words of wisdom: The Navy (and life) is like a sport; there are rules, and the better you know and understand those rules, the better you will fare.

Welcome aboard to your new senior detailer, ISCS(SW/AW) Ed Lavieri, who is arriving from USS KITTY HAWK (CV 63) in Yokosuka, Japan. Please continue to provide him with great support.

As I head out to my next assignment, I want to take this opportunity to wish each and every one a sincere, "*Fair winds and following seas!*" I look forward to working first-hand with you over the coming years.

*ISCS(AW) P. C. McNeil
IS E6 and Above Detailer
PERS-408CD*

CTI - Answer the Recruiting Call

Shipmates, I thought I'd give you the lowdown on the current "push" to augment our recruiting manning. Many of you who rolled to CONUS duty last year probably remember Chief Murphy or me asking if you would like to go to recruiting instead of taking a CTI assignment. Some of you answered that call and helped recruiting meet their goal for the first time in two years.

This year, we are looking for recruiting volunteers who are in rotation for shore duty in 2000. Fortunately, we will not force anyone to go this year.

Benefits include \$375 recruiting pay per month, use of a government vehicle, cell phone, and laptop computer. You also might like to know that it may be possible to place you in a recruiting district not far from your hometown.

What I'd like to stress is that Chief Murphy and I must first and foremost consider the manning in the language of any Sailor who requests release to recruiting. Opportunities to go recruiting for our undermanned languages will probably be few and far between, but we will consider each request on a case-by-case basis. This is particularly true if

you are due a CONUS tour and there are no billets available in CONUS for your particular language specialty.

Another NPC initiative is to offer a 24-month recruiting tour to any member who is currently intent on separating prior to September of 2000. If you fall in that category and are interested in finding out more about recruiting, give us a call or E-mail us at p408ce@persnet.navy.mil. We'll get you the information you need.

*CTIC(NAC) Joe Loomer
CTI E6 and Above Detailer
PERS-408CE*

CTM - A Variety of Special Programs

In order to be assigned to Special Programs (controlled by PERS-4010), your rating detailer must release you. There are various special programs that CTMs may participate in. Some of the more common programs are: recruiter duty, Recruit Division Commander, Personal Exchange Program (PEP-Canada and PEP-UK), physical security (base security), and White House Communications Agency (WHCA).

WHCA is one where we experience many difficulties. We have updated our Web Site with information regarding the screening process and ultimate assignment to WHCA. If you have been screened for this program, please take the time to

review this very important information, which can be found at <http://www.persnet.navy.mil/pers408/ctm/10ctm.htm>.

Anyone interested in special programs should contact us prior to making any decisions or contacting PERS-4010. Please remember that you must maintain your established rotation, except in rare cases such as recruiting or Recruit Division Commander. If the need is high enough for these billets, rotation may be broken.

*CTMCS(SW) J. Warrick
CTM E6 and Above Detailer
PERS-408CF*

CTO - Special Duty Billets Everywhere

Congratulations to the new senior and master chiefs. I'd like to take this opportunity to discuss the wide variety of special duty available for CTOs. These challenges range from CTO special duty billets, such as CLASSIC OWL and White House Communications Agency (WHCA), to out of rate billets, such as recruiting and physical security.

Information regarding out of rate special duty programs can be found in Chapter 9 of the TRANSMAN. Assignment to these duties requires release from your rating detailer. The basis for release from your rating depends on current manning, rotation, and program needs. Sailors desiring assignment to a special duty billet are encouraged to contact their detailer one year prior to PRD to discuss options.

We have a number of special duty billets that you may fill and still "keep in touch" with your rating. The following are special duty billets that may be available.

CLASSIC OWL – This special duty billet requires a six year OBLISERV. You will be sent to a six month "C" school, then to the CLASSIC OWL detachment, and then a follow-on tour which is usually within the same program. We have four CLASSIC OWL billets: JAC Molesworth, England; Winter Harbor, Maine; and two billets at Anchorage, Alaska.

WHCA – This billet requires a very stringent screening process as applicants may be assigned to the White House staff. If you are interested in WHCA duty, contact your detailer 18 to 24 months prior to your PRD for consideration/package submission require-

ments. Requirements are outlined in ETM Chapter 9.38.

Aircrew – Billets are available for qualified volunteers. CTOs may be assigned to AIR-CREW duty at either Misawa, Japan, or Rota, Spain, for a period of three years. Requirements are contained in ETM Chap 9.09. Aircrew volunteers must pass a flight physical, and qualify for Class II swimmer. Training will include Naval Aircrewmen Candidate School in Pensacola, Fla; Survival, Evasion, Resistance, and Escape (SERE) training, and finally, EP-3 Cryptologic Operator training. Contact your detailer at least one year prior to PRD.

Naval Special Warfare Development Group (NSWDG) - This billet is for qualified volun-

Continued on next page

CTA - Where, What, and When



Congratulations to all new senior and master chiefs!

There are many career opportunities for CTA personnel. When reviewing career options, you should be asking yourself the following questions: "Where do I want to go with my career? What opportunities do I want to pursue to achieve my goals? When do I want to make it happen?" Considering the size of our community, CTAs enjoy a high selection rate for officer programs, CMC, and candidates for "capping" on recruiter duty.

Hawaii is now considered overseas duty for rotation for CTA. Although it is now considered OUTUS for all CT ratings, Hawaii is *shore* duty and will not weigh as heavily as sea duty or

other overseas duty during selection boards. This policy applies to Sailors who are already stationed in Hawaii, as well as those who are about to arrive there. This change will provide our rating with more overseas billets, assist in fulfilling spouse co-location requests, and give AIS trained CTA additional overseas billets where they can use their NEC.

These career enhancement opportunities are available and are awaiting qualified candidates:

Career Progression - Recruiting, CMC, RDC, Ceremonial Guard, SEAL, Command Career Counselor (CCC), and USS CONSTITUTION.

Officer Programs - Broadened Opportunity for Officer Selection (BOOST), CWO/LDO,

Enlisted Commissioning Program (ECP), Medical Enlisted Commissioning Program (MECP), NROTC, Naval Reserve Officer Program (OCS), Seaman to Admiral, and the Naval Academy.

Education - Joint Military Intelligence College and Information Technology (IT) training courses - NETG. Courses can be found at <http://usn.netg.com>.

Future CTAs need to be proficient in computer applications. You may now have an opportunity to earn an AIS NEC. Information is now available to every CTA to learn AIS skills. Completing AIS requirements is easier with the addition of Information Technology (IT) training courses - NETG (NAVADMIN 294/99). We need to ensure that CTA weekly training is conducted using available resources to prepare our rating for the future. Some NETG courses are now designated as advancement requirements with more courses being added in the future.

Finally, here's the new CTA billets: EOD Group ONE, San Diego; ONI MASINT DET, Arlington, Va.; USS IWO JIMA (LHD 7), Norfolk, Va. Billets deleted were at NSGA Guantanamo Bay, Cuba.

*CTACS(SW) Thaddeus Apa
CTA Detailer
PERS-408CK*

Special Duty, continued

teer CTOs. NSWDC is a CNO priority one, Type II command charged with the sole responsibility of research and development of emergent technology for applications in the Naval Special Warfare community. If selected from a pool of eligible volunteers, you will be stationed in Virginia Beach, VA. For more information on how to become a member of NSWDC, contact your detailer at least one year prior to your PRD.

Instructor Duty - CTOs may fill instructor billets at various commands, not just CTO "A" and "C" schools. We also have in-

rate billets for instructors at Afloat Training Groups (ATGs), Cryptologic Readiness Groups (CRGs), and the Naval Cryptologic School. Refer to ETM Chapter 9.52 for details.

Detailer - Yes, this is a special duty billet. Paygrade requirements are for a CTO1 and a CTOC. Personnel are screened by COMNAVPERSCOM prior to assignment. Contact your detailer at least one year prior to PRD for consideration. Until next time, Stay Navy!

*CTOC(SW) Anthony D. Joyce
CTO E5 and Below Detailer
PERS-408CG1*

CTR - Prepare to Relieve the Watch

Congratulations to our new senior and master chief petty officers. Competition for these senior pay grades was once again very tough. The one deciding factor in the selection process was, and always will be, sustained superior performance. Excelling in a variety of assignments was also a deciding factor. To get promoted at any paygrade, you need to be competitive within your peer group.

One may ask, What can I do to increase my chances of being competitive for promotion? The most crucial move you can make is volunteering to take a sea tour. This tour could be either PCS afloat or Direct Support (DIRSUP), to include aircrew and subs. Keep in mind that you may not get the opportunity to get your warfare qualification(s) while in a DIRSUP (surface) capacity. Not attaining any qualification (SW, AW, MTS) when the opportunity arises can adversely affect your chances of promotion. Another factor you may want to consider in making a decision on whether to take PCS afloat or DIRSUP is that you may actually be underway more on a DIRSUP tour. So if you're the type of Sailor who wants to spend more time at home, then you might consider PCS afloat vice DIRSUP.

Another question that I'm frequently asked is: "Will I get promoted by simply taking a sea

tour?" No, but it does increase your chances of being promoted if you excel in the assignment. A lot of folks out there already know that when you call the detailer and have never had a sea tour, chances are you'll be offered one. A major myth that many Sailors in the cryptologic

A tour at sea can be the most fulfilling tour of your career.

community have is that once you've gone to sea, you'll never have to go again. Another myth is that if you are due a CONUS tour, you're exempt from going to sea due to your rotation. We have far too many sea duty billets to exempt anyone from going to sea. If you haven't gone, it may be your turn to "relieve the watch."

We try to maintain a "fair and equitable" rotation throughout our rating, but occasionally due to unforeseen circumstances, we can't. Factors such as needs of the Navy, NEC re-utilization, spouse co-locations, EFM, HUMs, medical screenings, etc., may affect when and where we send a particular Sailor. Please don't get caught up in the "Petty Officer Jones got to stay at this duty station for another tour, why can't I?" syndrome. There may be a compelling reason why the Sailor was retoured or extended. If you desire to break OUTUS/

CONUS rotation, contact your detailer. However, back to back shore duty is rarely feasible.

New at-sea opportunities are the four precom units: USS IWO JIMA (LHD 7), USS HOWARD (DDG 83), USS BULKELEY (DDG 84), and the USS MCCAMPBELL (DDG 85). If you are due an OUTUS tour, or you haven't been to sea in quite some time, you might consider "relieving the watch" onboard one of these units. Ask around, you'll find that a tour at sea can be the most fulfilling tour of your career. Such was the case for me.

I'm often asked, "What other jobs are career-enhancing?" These jobs include: Special Warfare Combat Crewman (SWCC) program, CLASSIC OWL, special projects, recruiting, and Recruit Division Commander. Many of these require special screening, so contact your detailer early if you're interested.

Communication between you and your detailer is critical. It's your career, not the detailer's. Don't allow your negotiation window to close and end up receiving a set of orders that you don't want. Get an early start and keep an open mind when negotiating for your next assignment.

*CTRCS(SW) A. Henderson
CTR E-6 and above Detailer
PERS-408CH*

CTT - There Are Many “Hot” Billets

As my tour comes to a close, I'd like to say goodbye to all my shipmates. It was a great experience working with all of you. Being an enlisted detailer was a challenge I will never forget. There were times when things got difficult, but I enjoyed the job nevertheless. Thanks for all your support! Congratulations to CTT (SW) Romano for his selection as the new CTT detailer! Please afford him the same cooperation you gave me.

Congratulations to all the new master chief and senior chief petty officers. Hard work pays off. During these trying times of doing more with fewer Sailors, we need your leadership.

The merger of CTT/EW has been approved. Once the NAVADMIN message is released, numerous initiatives will be on going (i.e., training, CTT filling traditional EW billets, etc.). In the meantime, your assistance, input, and honest feedback will help ensure a smooth merger. We will continue to review cross training options for both CTT and EW personnel. Being a shore intensive rating, this will give us more opportunities to go to sea. Contact your detailer for more information.

There will always be a demand for recruiters, but before you call the recruiter detailer you are required to contact me. I can be your advocate in obtaining the location you desire. There are some criteria you must meet before you are released (e.g., eligible for shore duty). Please review Chapter 11 of the Enlisted Transfer Manual for details.

Job Advertisement and Selection System (JASS) continues to be the talk of the community. Some like it and some don't. Remember that you can still talk to your detailer about any billet before you apply for it. Our goal is to make assignments based on mission manning requirements and career development. Manning Control Authorities set the prioritization for filling billets. Within these guidelines, your detailer has an obligation to manage the distribution system with fairness to ensure all CTTs are treated equitably by maintaining proper rotation

schedules, while trying to accommodate personal needs and desires. For obvious reasons, the needs of the Navy come first. In many instances, Sailors get exactly what they want, and, in most cases, they get duty that is quite acceptable. One of the key factors of career planning is the proper selection of duty assignments, which is critical to upward mobility and career development. Selections are made based on the best-qualified Sailor for the job (including sending members to training). Think about applying for more than one billet, with career progression in mind. It will be beneficial to your career development.

Finally, if you want a challenge, the MARK V special operations craft mission needs you! Individuals selected for these billets will be placed in a DIRSUP pool at NSGA SD/SPECWAR San Diego, and NSGA NW/SPECWAR Chesapeake, Va. Primary mission is insertion of special operations forces (SOF) into and out of operations where the threat to these forces is considered to be low to medium. They also support limited coastal patrol and interruption of enemy activities. All candidates must be screened in accordance with MILPERSMAN, Article 1220-340. Also, SPECWAR Coastal Patrol Boat (PC) needs your support. The initial group of Sailors are completing their 36 month tour, so it is time for new volunteers. Make your pitch now! The primary mission of these ships is coastal patrol and interdiction surveillance. If you are a petty officer second class (or junior first class) it is not too late to start planning now. The PCs are located in San Diego and Chesapeake, Va.

*CTTC F. Rogers
CTT Detailer
PERS-408CJ1*

EW - Recruiting Offers Many Benefits

A hearty congratulations to all of our new master and senior chief petty officers! You've been handed additional challenges and responsibility. We need your experience and leadership now more than ever as we strive to meet the demanding roles our Sailors, our Navy, and our country place on us.

As many of you have probably heard, the EW and CTT merger has been approved. A NAVADMIN will provide answers to some impending questions and will probably generate others. Your assistance, input, and honest feedback will help ensure a smooth transition for all. We are currently reviewing some cross training options for both CTTs and EWs, and we can discuss these with anyone approaching their PRD who already has or is in the process of submitting their SBI paperwork. This will be an important part of the merger. Additionally, the advancement in rate requirements have been promulgated and are required reading for every EW.

The National OPELINT course is back on-line at Corry Station. EW is a source rating for NEC 9102 and can be obtained by contacting the CTT detailer via message if your command desires a returnable quota. Additionally, EW personnel transferring to certain billets will also be placed in this course based on available quotas. We are putting CTTs in EW sea billets on a case-by-case basis. If you're a CTT and interested in sea duty, contact your detailer. If he can release you, we'll try to find a billet for you. This is an excellent opportunity for you to gain afloat experience as a member of ship's company, earn your ESWS/EAWS, and learn what the CTT rating will be doing as we adapt to the role of the EW onboard ship.

As a sea intensive rating, shore duty for EW is often found outside our community. To provide you with a much deserved shore break, we may offer

you duty at RDC Great Lakes, recruiting (anywhere USA), physical security, or other special programs. If you are due shore and desire to enhance your career, these jobs are for you. These billets are given equal consideration by the advancement boards as in-rate shore for us due to the challenging nature of these assignments. Additionally, recruiting has some great perks, which deserve careful review. If you are at your EAOS and unsure of your future,

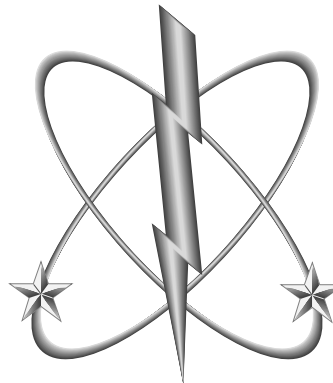
contact me or EW1(SW) Thurman, and we'll discuss options. We greatly value knowledge and experience and hope that you choose to benefit your rating by staying Navy.

Job Advertising and Selection System (JASS) is how you see what's available for your follow-on tour. A critical link in the process is the Command Career Counselor. The CCC should be your first contact in

the selection process, but this does not mean you cannot talk with your detailer. We are always available to provide you with counseling and career information. Remember, we know best where to send you to provide you with the best opportunity to advance. Contact with us (thanks to technology and upgrades here in Millington) has never been easier. Check the back of *LINK* for our E-mail addresses and phone numbers. Always provide your name, SSN, and your phone number.

Next time you're cruising the Internet, check out some of the EW Sites such as <http://www.persnet.navy.mil>, or SURFLANT/PAC's Home Pages at <http://www.cns1.spear.navy.mil>.

*EWCM(SW/AW) P. Bower
EW E6 and Above Detailer
PERS-408CL*



Sea Special Programs

Plankowners Needed for IWO JIMA

This is my last *LINK* article, as I will be transferring in April. I have enjoyed my tour and especially enjoyed working with the fleet.

IWO JIMA (LHD 7) needs you! Duty onboard IWO JIMA is an opportunity for you to enjoy a professionally rewarding sea tour. This ship is being built in

Pascagoula, Miss., and will be homeported in Norfolk, Va. The ship is scheduled to deliver to the Navy in April 2001. FCC(SW) Hummer will be the detailer for IWO JIMA.

The following ratings are needed: ABF, ABH, AC, AD, AE, AG, AK, AMH, AMS, AO, AS, AT, AZ, BM, CTM, CTO, CTR,

DC, DK, DT, EM, EN, ET, EW, FC, GM, HM, HT, IC, IS, JO, MA, MM, MR, MS, OS, PC, PH, PN, PR, QM, IT, RP, SH, SK, SM, YN, and POCM – Ship's 3M System Coordinator.

*AZ1(AW) Anjanette M. Ross
Surface New Construction
PERS-409CD2*

Detailing begins for RONALD REAGAN

We are finally detailing Sailors to RONALD REAGAN (CVN 76). The ship is being built in Newport News, Va., and the Detachment will be there as well. The ship will be a Pacific Fleet asset, though no homeport has been announced.

We are currently looking to fill phase one and phase two for October and November 2000, respectively. You must call your regular rating detailer to get released to New Construction first! Your rating detailer has the requisition for both phases.

To give you an idea what we are looking for, phase one requires PN, YN, EMC, ETCM,

HMCS, MMCS, and SKCS. Phase two requires AK, AS, AT, BM, EM, EN, ET, HT, IC, LN, MA, MM, MS, OS, PN, IT, SH, and YN. The majority of the MM billets require Nuclear NECs 3385 and 3395. The minority MMs are NEC 4291 AC&R.

If you are interested in becoming a member of the RONALD REAGAN team, call your rating detailer to get released.

*HT1(SW) Jodi Hendrix
Surface New Construction
PERS-409CD6*

New Construction

<u>Name</u>	<u>Hull No.</u>	<u>Homeport</u>	<u>Delivery Date</u>	<u>Detailer</u>
ROOSEVELT	DDG 80	Mayport, Fla.	June 2000	GSEC(SW) Luther
CHURCHILL	DDG 81	Norfolk, Va.	October 2000	HT1(SW) Hendrix
LASSEN	DDG 82	San Diego	February 2001	HT1(SW) Hendrix
HOWARD	DDG 83	San Diego	March 2001	ET1(SW/AW) Baker
IWO JIMA	LHD 7	Norfolk, Va.	April 2001	FCC(SW) Hummer
BULKELEY	DDG 84	*Atlantic	August 2001	ET1(SW/AW) Baker
MCCAMPBELL	DDG 85	*Pacific	August 2001	ET1(SW/AW) Baker
SHOUP	DDG 86	*Pacific	January 2002	HT1(SW) Hendrix
SAN ANTONIO	LPD 17	*Atlantic	November 2002	FCC(SW) Hummer
RONALD REAGAN	CVN 76	*Pacific	April 2003	All PERS-409

*No official homeport announced.

Sea Special Programs

Women in Ships Program Expands

The Women in Ships (WIS) program is growing by leaps and bounds! To date, there are currently 97 ships on the waterfront that women may serve on. I would like to reemphasize some important information concerning the detailing process to these particular ships.

When you are in your nine-month window, contact your Command Career Counselor to review billets in JASS.

You or your Command Career Counselor then need to contact your detailer if you are applying for a ship that is WIS capable. Your detailer will then come to me with the request and I will see if there is an open rack

on that ship. It is important to remember that I personally do not write your orders. I am just the liaison with your detailer.

Remember, even though a ship might be female-capable, it does not mean there is a rack available at your PRD. I will work closely with your detailer to find a billet that you can fill.

Finally, If you are E7 and above, I have a ship for you! Female E7 through E9 manning at sea is short, so if you are in your nine-month window, contact your detailer for a rewarding sea tour!

*NCC(SW/AW) Greta Gary
Women in Ships Coordinator
PERS-409DE*

Upcoming Female Embarkations

USS MOBILE BAY (CG-53)	April 2000
USS GETTYSBURG (CG-64)	June 2000
USS BELLEAU WOOD (LHA-3)	June 2000
USS PELEIU (LHA-5)	August 2000



AD2 Kristie Schiavoni installs a tail rotor on an SH-60F from HS-8, during a recent underway period aboard USS JOHN C. STENNIS (CVN 74). U.S. Navy photo by PH3 Mike Larson.

Shore Special Programs

New Career Recruiting Force Detailer

Hello, I'm NCCS Loney R. Cason II, and I have the distinct pleasure of being the detailer for the world's most important people...the Career Recruiting Force (CRF)! It is our duty to ensure that every member in the recruiting environment is trained and operating at optimum performance. Every rating is vital to the success of the U.S. Navy. However, if we do not have a stable and consistent influx of new personnel (recruits), we will fail as leaders, because without new Sailors we cannot build and maintain a strong Navy.

First of all, I would like to thank NCCS(SW) Gregg Rabung for handing over a professional environment and providing me the tools to manage our CRF manning. I wish him much success at NRD New Orleans.

In three months on board, I've learned in order to support this role, I need to ensure every CRF understands my mission and vision for the rating. My plan is to balance each district's manning as close to their allotted Navy Manning Plan (NMP). Currently, I have some hard to fill areas: NRD New England, NRD New York, NRD Pittsburgh, NRD Ohio, NRD Minneapolis, and NRD Los Angeles, to name a few. We must realize that our job environment spans the entire globe. Even in the areas



identified above, young people rely on us to display certain values like honor, courage and commitment, and teach them how these few words can positively change their lives...forever.

In addition, I want everyone to understand that a normal tour at a district is 36 months. I will entertain the possibility of a one-year extension, providing the district has the allotted NMP. A varied tour in different commands for you means a better chance for promotion and personal/professional growth. In order to achieve this task, I need each CRF to contact me at their 12-month window. This provides optimum flexibility and ensures the best customer service to the fleet.

Once again, I hope to take customer service to an all-time high while I am here. This is my courage, my commitment, and my honor to each one of my shipmates! My motto is "Too Legit to Quit," and I apply this to every task I pursue.

*NCCS Loney R. Cason II
CRF Detailer
PERS-4010C*

Joint Area Detailer Changeover

As this tour of duty comes to a close, it has been my pleasure to serve you and your families. As I prepare for my next assignment, I would like to thank each of you for your support and the pride and professionalism you have displayed in "stepping-up-to-the-plate" for the challenging assignments and arduous duty.

My relief is YNC(SW) Jan Medley, coming to us after a great tour with Commander, Maritime Preposition Ship Squadron 3. I feel confident that

she will serve the rating communities well. Senior Chief Medley brings with her an extensive knowledge of joint area placement and flag commands, both CONUS and OUTCONUS. God bless to each and every one of you in your careers.

*YNC(SW/AW) Williams, Sr.
Joint Area Placement, MAAGs/Mission/PEP/NATO/Attache
PERS-4010G*

Shore Special Programs

Ask Me Questions About Recruiting

First, I'd like to take a second to introduce myself as the newly reported E7 and above Recruiting Detailer (just a title, I'll talk to anyone about recruiting). My name is MMC(SW) David L. Ehrhart. After recruiting for four years at NRD Houston, I feel qualified to share with you just a few things I learned. For instance, depending who you ask, recruiting has its ups and downs. To me, these highs and lows are very closely related. Let me give you an example of what I mean.

The Highs: As a recruiter, you always feel you are helping people, although special situations arise constantly that give you a really good feeling inside. Imagine you're a recruiter and a high school counselor calls you. She describes a young man, faced with quitting school during the last part of his senior year, and starts "flippin' burgers" to help his family make ends meet. What do you do? Well, you step in as a big brother/sister, father/mother, and counselor/mentor (and, by the way, Navy recruiter) and help to make this situation have a happy ending. Because you get involved, and explain all of what the Navy can do for this particular young man, to meet all of his immediate, as well as future goals, he and his family decide to stick it out through the tough times until graduation. He joins the Navy, and his future is now on a much more positive track than he would have ever been, had you not done your part.

The Lows: The same situation as above, but, somewhere during the process of joining, you lose the young man. He fails the ASVAB. He fails the physical. He gets into trouble. He gets into an auto accident during delayed entry. I know, I know, it's a heartbreaker. For the next three years, every time you go to Burgerworld for lunch you see him in action, you wonder where he would be had you been able to help him.

Almost every 17-21 year old and beyond, male and female, has different difficulties. You, as a Navy recruiter, can (and often do) help them overcome their problems.

Your job as a recruiter is to get involved in the high schools, community, clubs, churches, colleges, and businesses (yes, go find those burger flippers) and help as many people as possible.

Even if you can only help a small percentage of the prospects you meet, the successes outweigh the failures every time. Eventually, the word gets around in your community. You'll see I'm right.

I highly recommend recruiting duty to everyone. We all relate to people differently. Just because you don't think you fit a recruiter's "mold," don't let that stop you. In the recruiting force we all rely on each other to help reach the "special case" applicant. Join the team, find your niche, and run with it.

*MMC(SW) Ehrhart
E7-E8 Recruiting Detailer
PERS-4010C1*

New Flag Mess and Aide Training

Exciting new career opportunity: Specialized training of the enlisted aide for the challenging and career-enhancing household management duty has now begun. Training has been ongoing over the past two years at Johnson & Wales Culinary College, the Culinary Institute of America, California Culinary College, and others. Now that the culinary part of the training is ongoing, the time has come to move into household management. This new state of the art training, along with culinary training, will complete the requirements for becoming a qualified enlisted aide.

The Starkey International Institute for Household Management, located in Denver, Colo., offers a 360-hour curriculum that will qualify you for Household Management Certification. The only

Continued on next page

Shore Special Programs

Detailed Rules of GTEP Explained

General Detail Targeted Enlisted Program (GTEP) started last June as a follow-on to the Targeted "A" School Program (TASP). GTEP offers a field of ratings to Sailors and includes an enlistment bonus (paid upon completion of Apprentice training). This program also enhances GENDET manning in the fleet, while guaranteeing assignment to A-school after serving approximately 12 months at a permanent duty station. GTEP Sailors incur a four-year obligation (five years for the medical field). Initial guidance for the program is explained in NAVADMIN 163/99.

Sailors in GTEP must maintain eligibility for the prospective rating or field of ratings, and are screened during enlistment for qualification into either one or

possibly all of the ratings within a "field." GTEP Sailors may be checked for eligibility at any time during their enlistment. If determined not qualified for the particular "field" for certain reasons, the individual shall request reassignment to another A-school within the GTEP guidelines or disenroll from GTEP. Sailors may be required to obtain obligated service if the requested A-school mandates a five or six-year obligation. While personnel are highly encouraged to participate in the Navy-wide advancement exams, deviations from the guaranteed "field" must be approved by PERS-4010S.

Substandard performance or disciplinary problems are cause for cancellation of a member's GTEP guarantee. Commands must

submit appropriate recommendations to PERS-4010S when performance or disciplinary actions affect the GTEP guarantee. Notify PERS-4010S by message if circumstances preclude a members' attending the guaranteed A-school.

After six months at the first command, GENDETS within GTEP must submit a 1306 (via their CCC) requesting assignment to A-school. PERS-4010S will issue orders for the Sailor to transfer after one year on board (plus or minus three months to account for school seat availability). The 1306 must include a copy of the GTEP contract, ASVAB scores, evaluation from the current command, and any other documents as listed in the ENLTRANSMAN, Ch. 7. Sailors who do not desire to attend A-school, or want a different A-school outside of the guaranteed field, may request to be disenrolled from GTEP by submitting a 1306 to PERS-4010S.

Upon graduation from A-school, the appropriate rating detailer will, if a valid billet exists, issue orders to the member's previous duty station. Otherwise, the member will receive new orders according to the needs of the Navy.

Flag Mess / Aide Training, continued

Household Management program of its kind, Starkey prepares their graduates as personal service experts. Its curriculum includes the Management of Service Delivery, Formal Entertaining, Healthy Household Cooking, and more. Starkey also provides lifetime employment assistance.

With the right qualifications, you may meet the criteria for this training, and can begin now to prepare yourself for special placement as an enlisted aide.

Volunteers in pay grades E5 through E9 may apply for the Enlisted Aide Program anytime throughout their career. Submit an Enlisted Personnel Action Request (NAVPERS 1306/7). You should include an endorsement from your Commanding Officer and copies of your evaluations from the past 36 months. For more information, refer to ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2 and DOD Directive 1315.9.

*MSC(SW) D. R. Marsh
Flag Mess/Enlisted Aide Detailer
PERS- 4010F2*

*LT Bernard
Asst. Branch Head
PERS-4010S*

TAR and Active Billets are Different

I often get questions regarding assignments to billets that are different from the requisitions I am trying to fill. For example, a TAR to a REGNAV billet and visa-versa, an ET to a MR billet, or a myriad of requests for different rate assignments, pay-grade substitutions up and down. The list goes on and on.

On the surface, these assignments make sense in many instances. It appears to be a win-win for the Navy and the member. However, internally these assignments skew the manpower picture and adversely affect the effective management of the various rating structures. The Manning Control Authorities (MCA) and the Enlisted Personnel Management Center (EPMAC) are monitoring closely any assignment that is different from the requisitions I see. In a nutshell, very few of these will be considered favorably. I encourage you to work within the detailing window and take the jobs that I have available.

Opportunities abound for personnel desiring to have a major impact on the future of the "Reserve" Navy. A limited number of billets are still available for the "cream of the crop" Sailors who want to go to Great Lakes, Ill., to instruct advanced paygrade (APG) boot camp. Additional pay and benefits are available. Interested personnel must screen for Recruit Divi-

sional Commander in accordance with the Enlisted Transfer Manual, Chapter 9.

Thirty-five new billets are open to E4 and E5 Sailors who desire a tour as a Selected Reserve Recruiter. These people

The Navy closely monitors any assignment that is different from the requisitions.

would be stationed throughout the continental United States encouraging prior Navy personnel to join the Naval Reserve. Additional pay of up to \$375 per month is available. Personnel should submit a NAVPERS 1306/7 with the appropriate screening in accordance with the ETM, Chapter 11.

The "TAR" Navy is constantly looking for Sailors to join

our ranks. We offer diverse duty stations and steadily increasing advancement opportunities (If you are active duty, you must be close to your PRD or EAOS, and have two years onboard your current command). Be aware that the TAR program does have sea billets, so don't come over to the "TAR" side and expect to escape completing your sea time. If you are a drilling reservist, now is the time to apply and become an active duty member of the world's finest Navy. Application procedures can be found in the ETM, Chapter 22.

Feel free to contact me at (504) 678-6206, E-mail nrpc-418@nrpc.nola.navy.mil, or look at my requisitions through an automated kick-back response at <http://www.nrpc-418reqs@nrpc.nola.navy.mil>.

HTC(SW) D.F. Pellinen
EN/EM/DC/HT/MR/FN Detailer
N418

AK/SK/DK Detailer Departs

Shipmates, it has been my pleasure performing the duties as your detailer. I am en route to COMINWARCOM in Texas to work with those ironmen and ironwomen onboard the mine-sweepers.

I wish to thank the Sailors who took the hard jobs. It will pay off. My relief, SKC(SW)

Larry Anderson, has been hand-picked as your new detailer, and will do a fantastic job. Thanks again.

SKCS(SW) Rusty Hassen
AK/DK/SK Detailer
N415

E8-E9 Detailer Moves to Fleet

I want to say thanks to all those who I have had the privilege of working with this past 26 months. It has been a challenging time in the history of detailing, and I credit the success of the TAR detailing team to the chiefs and senior chiefs out on the floor who made the tough calls, day in and day out.

Additionally, I want to thank the Command Master Chiefs who have assisted us in doing the right thing in every situation. I had a CMC tell me the other day that he did not always agree with me, but he felt I was always unbiased and fair. That was

the greatest compliment he could have given. I am leaving this job early (by choice) and going to a job that I feel is the apex of any Navy Career, Command Master Chief afloat!!!

SKCM(SW/AW) Veronica Tutt will be the new detailer, and she is more than qualified to raise the integrity bar even higher. I am excited for her, and I know she is looking forward to the challenge. God Bless you, and we will see you in the fleet.

*PNCM(SW) Dave Pennington
Asst Dir/CMC/MCPO/SCPO Detailer
N41*

Aviation Mechanics Detailer Transfers

Shipmates, my time as your detailer has come to an end (no applause, please), and I'm going on to HM-15. I have enjoyed the best job in the Navy, and have had the pleasure to work with a dynamic group of chief petty officers. Thank you for your camaraderie and support.

The Navy is asking more of you to step up to the plate. Seek out those hard-to-fill billets. They are challenging and can only make you stronger.

For those of you who have taken on the challenges, you have my sincerest admiration. My relief is AMHC(AW) Finnigan, so welcome him with open minds!

*AMEC(AW) Allison Castilleja
AME/AMH/AMS/AS/PR Detailer
N411*

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archived issues, is available at:**

<http://www.bupers.navy.mil>

Click on "News Stand"



Put In For My Outfit

Wanted: Millenium Surface Warriors

Are you ready to ride into the 21st century and beyond on one of the Navy's most powerful destroyers? Are you ready to be a part of the Navy's newest chapter in ship's history?

If you answered yes, then the LASSEN (DDG 82) is the duty assignment you're looking for. Journey into the information technology spectrum aboard the 32nd ship in the ARLEIGH BURKE class of Aegis guided missile destroyers. When delivered in 2001, LASSEN will be one of the most balanced



surface warships ever built, with the weapons, electronics, helicopter support facilities, and propulsion, auxiliary, and survivability systems to carry out the U.S. Navy's mission of tomorrow.

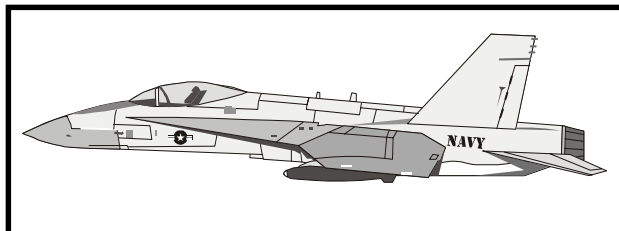
If you are a superior performer, mature, and ready to be a part of a highly professional team that enjoys the latest in military computers, weaponry, and propulsion systems, contact your detailer now!

California Shore Duty and Career Challenge Await at VFA-125

How would you like to be stationed in a small town environment, yet two hours or less from surfing, snow skiing, Los Angeles and San Francisco? How about being assigned to an operational F/A-18 squadron that has no duty sections and the likelihood of being duty free for over 90 percent of your tour? Would you like the option of going on detachments at your convenience? Maybe strict adherence to a five-day, 40-hour week sounds appealing to you.

The Rough Raiders of VFA-125 offer great shore duty for hard working Sailors rotating off of sea duty. You read that right; the FRS has changed! VFA-125 consists of a group of professionals with the mission of training our Navy's future fleet Hornet pilots. We fly the very capable

Boeing F/A-18A/B/C/D Hornet. Due to the unique mission requirements, duty here allows for detachments to places like NAS Fallon, Nev.; NAF El Centro, Calif.; Hawaii, Key West, and week long detachments to West Coast carriers. Duty here provides an opportunity to be close to the diverse cultural and recreational activities of a big city, while enjoying the benefits and security of a small town. NAS Lemoore is a base on the move, with new housing for E6 and below, new commissary, new NEX, and a new hospital. Lemoore has two national award-winning schools for scholastics, ranging from grades K through eighth.



A great opportunity now exists to join our team of professionals. If you are a performer who takes pride in a job well done and wants to reap the potential rewards that quality shore duty has to offer, then submit your duty preference (via your detailer) for orders to VFA-125, or contact your Command Career Counselor. For more information on "The Best In The West," call Raider's Career Counselor at DSN 949-1794 or Raider AMO at DSN 949-1748.

Put In For My Outfit

Great Lakes Naval Hospital offers Chance to Complete Degree



If you are up for a shore rotation or considering PCS orders, consider Naval Hospital Great Lakes, Ill. Situated in North Chicago, the area has excellent recreation and opportunities for you and your family. Many Great Lakes corpsmen leave with a bachelor's degree in hand, as there are many campuses both on and off base. At the College of Lake County, you can earn an associate's degree in natural science, education, business, or pre-medicine, and it's all 15 minutes from Naval Training

Center Great Lakes. Twenty minutes from the base is a liberal-arts school, Barat College. Across the border at the University of Wisconsin-Parkside, you can earn a bachelor's in chemistry, environmental hygiene, medical technology, and over 20 other majors.

The University of Wisconsin-Parkside also provides a master's in administrative sciences and public administration. On base, Sailors have access to classes offered by Webster University, Chapman College and Southern Illinois University.

Consider using your hard-earned benefits while serving at Great Lakes. We are looking for motivated, sharp, and dedicated Navy corpsmen to be part of providing healthcare to the next generation of Sailors and leaders. For more information about college programs in the Great Lakes region, call the Navy College Office at DSN 792-4681, Comm (847) 688-4681.

VAW-124 "Bear Aces" Want You

Come to a squadron where becoming a war hero is a tradition! The "Bear Aces" of VAW-124 are the premier command and control Airborne Early Warning Squadron in the United States Navy. Our personnel have had the opportunity to participate in combat operations in two theaters, exhibiting a proud tradition of teamwork, professionalism and success.

VAW-124 recently returned from a deployment to the Mediterranean Sea and the Arabian Gulf, where the squadron played an integral role in Operations ALLIED FORCE and SOUTHERN WATCH. Squadron personnel have received a record number of awards for combat operations, a testimony to the superb performance of individuals and the Bear Ace team.

The Bear Aces are currently attached to CRUESGRU 12, and deploy onboard USS

ENTERPRISE (CVN 65). A transition to the updated Group II Hawkeyes will begin in FY00 and will be complete before the next deployment. Our motto is, "The Enemy Can't Rest With a Bear Ace on its Chest!" We are going places, so jump on board.

We have an urgent need for AT2, AT1, AMS3, and undesignated airmen. We also need Sailors in the following rates: AD and AE. Both male and female Sailors are encouraged to join the Bear Aces, as we foster an atmosphere of equal opportunity and teamwork. We have an aggressive EAWS program and unmatched career incentives. Give us a call, and we will be glad to answer any questions you may have.

Come join a winning team! If you are interested, contact your detailer or our Command Career Counselor, DM1(AW/SS) Nichols at DSN 564-4724/3297, Comm (757) 444-4724/3297.

Put In For My Outfit

Seabees: Consider Instructor Duty at Naval Construction Training Center

Welcome to the Navy's most challenging and rewarding tour of duty ashore. If you are a front running E5 or above, a Seabee Combat Warfare qualified professional, and have a strong desire to make a difference, we at the Naval Construction Training Center want **you**! Ours is an interservice training school. We teach construction skills to Navy, Army, Air Force, and foreign military students. We encourage all of our instructors to obtain college degrees and their Master Training Specialist pin during their tour. We are the leaders in technical education, using state-of-the-art instructional methods and technology. We have a safe, friendly command environment where we value team and personal recognition, good facilities, and high morale! Training excellence is our business and our people matter.

The Naval Construction Training Center (NAVCONSTRACEN) is located on the Naval Construction Battalion Center (NCBC) in Port Hueneme, Calif. The Ventura County Naval Complex has housing on the base with additional military housing in the city of Camarillo, which is a 20 minute drive, and at Point Mugu, which is approximately a 10 minute drive from the base. All of the base facilities are new, including the NEX, commissary, and most of the housing.

Your tour will be filled with the best Southern California has to offer; a year round climate average of 67 degrees, and many amusement parks like Disneyland, Magic Mountain, and Universal Studios. Ventura County is diverse in its coastal communities and its inland and mountainous communities. From the snowy mountains in Ojai, to the lower foothills in rural Fillmore, where the temperature can reach over 100 degrees, you will find almost anything you are looking for in this area.



You will take pride in knowing that you will be working with the best instructors in the Naval Construction Force. Working together as one team to build "SEABEES" now and into the future. If this kind of challenge interests you, contact your detailer today and request duty at the best school on the West Coast. Check out our courses on the Internet at <http://www.cnet.navy.mil/nctcph>.

VR-61: Best Kept Secret in the Fleet

Enter the world of the "Islanders" of VR-61, homeported aboard NAS Whidbey Island, Wash., and prepare for challenge and fun. We are the real deal; our mission tasking comes seven days a week, 365 days per year. We deliver the military where they need to be, when they need to be there, and then return them back home again. Many of you may have flown with the Islanders; in fact, more than 25,400 of you were flown to the corners of the globe in FY99. In performing these essential missions, we were recently awarded our second consecutive Battle "E" and the Safety "S," as well as the Meritorious Unit Commendation.

VR-61 flies and maintains four DC-9 cargo capable aircraft. We support Naval operations around the globe, deploying to the Mediterranean



Continued on next page

Put In For My Outfit

F/A-18 Experts Needed at Lemoore

Are you looking for a challenging shore tour with abundant opportunities to excel both personally and professionally? NAMTRAGRUDET Lemoore is seeking the most technically proficient and dynamic leaders to become instructors for the F/A-18 aircraft. Instructors will also have the unique opportunity to be on the ground floor as part of the training team involved with the next generation of the Naval strike fighter aircraft, the F/A-18 E/F Super Hornet.

At NAMTRAGRUDET, we use state-of-the art 3D interactive courseware, next generation maintenance trainers, and electronic classrooms and media to provide the fleet with the best-trained technicians possible.



We have a demanding instructor qualification process and an active Master Training Specialist program, which might just be the additional qualifications that set you apart from your peers during selection boards.

Lemoore is centrally located in California, within easy driving distance of Los Angeles, San Francisco, the beautiful central

coast and the Sierra Nevada Mountains. Our local community has a small town atmosphere with big city amenities, affordable housing, abundant off-duty education opportunities, and nationally recognized public schools.

NAMTRAGRUDET Lemoore is currently seeking first and second class ADs, AEs, AMEs, AMHs, AMSs, AOs, and ATs eligible for shore duty. Talk to your detailer about orders to NAMTRAGRUDET Lemoore. If you would like more information, call DSN 949-2775 or E-mail ad1-mike.o.gonzales@smtp.cnet.navy.mil.

VR-61, continued

and to the Far East on a monthly basis. We are looking for highly motivated TAR sailors who desire the opportunity to excel and world travel. We also have several positions for prior active duty members who wish to affiliate with the Naval Reserve as a Selected Reservist.

The beautiful Pacific Northwest offers an excellent place to live! Outdoor activities include ski resorts, more camping than you could enjoy in a lifetime,

scuba diving, fresh and salt water fishing, hunting, hiking, sailing, power boating, the list is almost endless. Our communities enjoy very low crime rates and extremely low pollution. All of this contributes to making Whidbey Island a wonderful place for families.

We have openings in our enlisted aircrew as well as numerous maintenance billets. Contact your detailer or our Command Career Counselor, NC1 Childs, at DSN 820-5495 to find out more.

Fact:



Earning one or more warfare devices gives you a big advantage for promotions.

Put In For My Outfit

High-Tech Future for Information Warriors at NSGA Sugar Grove



The cryptologic future is now at NSGA Sugar Grove. We work at the tip of the “technology” spear, and invite highly motivated Sailors who are looking for a challenge to join us at one of the Navy’s best kept secrets.

Located in spectacular Appalachia, the “Mountaineer Navy” performs communications research and development for the U.S. Navy, the Department of Defense, and various government elements. To perform this mission, we use one of the most sophisticated cryptologic systems in the world.

At NSGA Sugar Grove, you will learn cutting edge cryptologic skills and use them daily in one of the most exciting working environments in the Naval Security Group. Sailors committed to excellence in both attitude and job performance will find job satisfaction, challenge, and responsibility far superior to the Navy norm.

Although Sugar Grove is nestled in an isolated part of West Virginia, there is an abundance of both outdoor activities and city conveniences within easy driving distance. MWR is extremely active at the command. While here, you can borrow equipment for outdoor activities like camping and fishing. MWR also hosts sporting events, including football, softball, basketball and racquetball. A modern gym has full Nautilus and free-weight facilities, and the base has refurbished the medical clinic, remodeled the NEX, built new barracks, and finished an \$8.2 million housing upgrade.

A medical detachment from Bethesda serves the Sailors here, and family members can take advantage of TRICARE Prime, which is widely accepted in the local community.

For more information or to find out specific information contact NSGA Sugar Grove’s Sponsor Coordinator, CTR1(SW) Dale Vanderburg, at DSN 564-7276, ext. 6351 or Comm (304) 249-6304.

Start Your Journey on USS JUNEAU

The journey doesn’t begin until you have experienced life aboard USS JUNEAU (LPD 10) as part of the Navy’s forward deployed naval forces. On July 28, 1999, the “Mighty J” relieved USS DUBUQUE (LPD 8) as the Navy’s only forward deployed LPD, now deploying from Sasebo, Japan.

JUNEAU makes routine port calls in countries like Thailand, Korea, and other Japanese ports. However, during a typical two or three-year tour, one might expect to visit Australia, Hong Kong, Singapore, Republic of the Philippines, and other



Far East countries. But with every port visit comes hard work, dedication, and the willingness to give it your all.

The pace is fast and the schedule fluid in this region, so flexibility and a positive attitude are a must.

Sasebo is one of the Navy’s best kept secrets, quietly tucked away on the southern part of Kyushu Island just 40 miles from Nagasaki. The small town atmosphere, outstanding base facilities,



Continued on next page

The Undersea Warfare Professionals

Are you due to rotate ashore? Do you want to track the submarine threat? Want a better shot at making rate? How would you like to work and live in a beautiful location and have time to pursue off-duty education? If so, Naval Ocean Processing Facility (NOPF), Dam Neck, Va., is the place for you.

NOPF Dam Neck is a premier command at the forefront of Undersea Warfare (USW). A part of the Integrated Undersea Surveillance System (IUSS), NOPF Dam Neck is one of only three facilities worldwide that uses cutting-edge technology to detect, localize, and report surface, submarine, and aircraft contacts. Within six months of



qualification, NOPF Dam Neck analysts and maintainers are awarded the coveted IUSS Specialty pin.

Operations Department personnel work eight-hour, rotating watches. Sounds rough for shore duty, right? Well, there is a bright side! No command duty and four days off more than compensate for the rigors of watch. And there's plenty of time

to relax and enjoy the many attractions in Hampton Roads.

Located in Virginia Beach, NOPF Dam Neck is just minutes from the resort area, Norfolk, Chesapeake, Portsmouth, and North Carolina. Williamsburg and Washington, D.C., are great day trips and provide a look at a bit of history and government.

NOPF Dam Neck is located on board Naval Air Station Oceana, Dam Neck Annex. The base offers an incomparable MWR department Single Sailor program, bowling alley, softball, football and soccer fields, and a brand-new outdoor recreation center. The base beach is a favorite spot for the sunny days of summer.

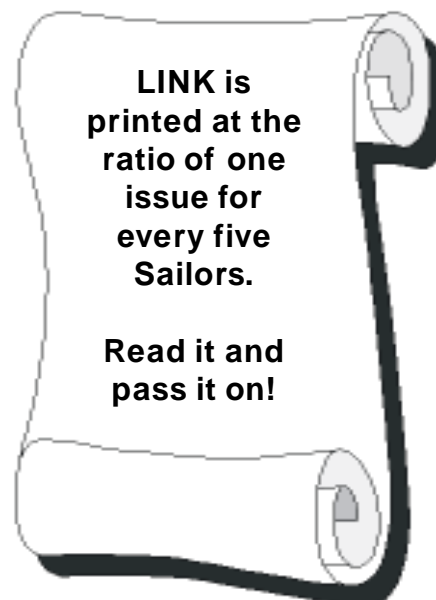
Navy Campus offers courses through St. Leo's College, Old Dominion University, Southern Illinois University, and many other community colleges and technical schools. Many of our Sailors have completed bachelor's and master's degrees during their tours.

So, if you're ready for a unique, challenging change of pace in USW, check out NOPF Dam Neck. You'll be glad you did. For additional information, contact your detailer or E-mail NOPF Dam Neck Current Operations at srose@nopf.navy.mil.

Start Your Journey, continued

historical sights, and support from our Japanese hosts make Sasebo the perfect place for both single Sailors and families. Many who come here hate to leave, because of the area and ability to save a lot of money.

Come join the professional crew of the "Mighty J" and see the world. If you are interested in becoming part of a winning team and want more information, check out our Web Site at www.juneau.navy.mil, or E-mail the Command Master Chief at L01MC@juneau.navy.mil. *Let Your Journey Begin!*



ONI: The Forefront of Acoustic Intel

The Acoustic Intelligence (ACINT) Specialist Program (NEC ST-0416) is actively seeking quality Sonar Technicians (surface and submarine) to serve on independent duty in a challenging and rewarding field. The ACINT Specialist Program provides the fleet with exceptional personnel in the areas of foreign naval threat acoustics, naval tactics, and operations worldwide for direct support to fleet units. In general, ACINT specialists are temporarily assigned to deploying units conducting special operations and serve as advisors to commanding officers and battle group commanders. They also provide briefings to officers and sonar divisions of the units to which they are assigned.

The qualification program for ACINT specialists is among the most challenging in the Navy. Qualification is based on an 18-20 month self-paced study pro-

gram consisting of at-sea and in-house practical factors. Submarine ACINT specialists, once qualified, will serve in a sea tour based from either the Office of Naval Intelligence (ONI) in Washington, DC; or at one of two Submarine Surveillance Equipment Program (SSEP) sites in either Groton, Conn., or Pearl Harbor, Hawaii. All surface ACINT specialists serve their sea tour at ONI.

Currently, the opportunity also exists for a highly motivated STS2 or STG2 to work in our ACINT laboratory on a shore duty tour. The position could be used as a “stepping stone” to becoming an ACINT specialist candidate. For more information on this billet, contact any of the ACINT specialists listed at the end of this article.

All training is conducted at ONI in Washington, D.C. Sailors interested in the program must be E5 through E9, with 15 years of

service or less (Only E6 and above are eligible for NEC ST-0416). Applicants must possess sound judgement, military bearing, and cooperative nature to be an appropriate emissary of ONI (and the Director of Naval Intelligence or DNI) while serving on independent duty and be recommended by the individual’s commanding officer. Finally, a satisfactory special background investigation (SBI) must be obtainable, and surface ACINT specialist trainees must be physically qualified to deploy TAD aboard submarines.

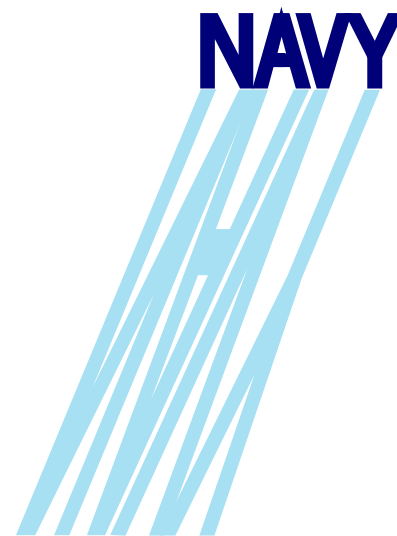
If you feel that you possess the drive and determination for this most challenging assignment, contact STGCM(SW/SS) Eller at Comm (301) 669-4525.



Recruiting in the “Big Easy”: NRD New Orleans

Navy Recruiting District New Orleans is looking for motivated, enthusiastic petty officers who want to make a difference. We are building a solid team of professionals who want to take part in the future

readiness of our Navy. If you are looking for a challenge and want to be part of a strong team, please call NCCS(SW) Greg Rabung at DSN 678-6708, Comm (504) 678-6708. Great things are happening here!



Put In For My Outfit

Navy SEALs Can Get Change of Pace at SDV Team ONE

Are you a Navy SEAL looking for a change in pace from normal Special Operations? Want a new challenge, like an opportunity to experience being a platoon leader as a CPO or LPO? How about being a Navigator responsible for inserting personnel in the correct spot, or being one of the first to experience the Advanced SEAL Deployment System (ASDS)?

Take a look at SEAL Delivery Vehicle (SDV) Team ONE, located in the Navy's best homeport - Pearl Harbor, Hawaii. SDV Team ONE SEALs must be graduates of the MK-16 course in Panama City, Fla. This is the first step in becoming a highly valuable member of the team that provides the premier capacity to conduct submerged special operations in support of CENTCOM and PACOM regional commanders.

Upon graduation from the SDV course in Panama City and qualification as an SDV Pilot/Navigator, you will receive the maximum

Navy-wide pay for dive duty, currently \$340 per month, this along with other special duty pays authorized with your regular SEAL duties.

If you want to increase your operational expertise and are ready to meet the challenge, contact our CMC, BMCW Wegener, or CWO2 Cairns at DSN 472-7444, Comm (808) 472-5320, ext. 1008 or 1014.



WINSTON S. CHURCHILL Continues Proud Warfighting Tradition

Are you wondering where the most exciting opportunities are? Do you want to be on the cutting edge of technology? Want to attend school on the Navy's newest gear? How about seeing the best European ports and being first in line to work with foreign navies? The answer is obvious—WINSTON S. CHURCHILL (DDG 81). The starting crew is being put together now. Join the team and earn the rewards that go along with commissioning Navy's newest destroyer.

WINSTON S. CHURCHILL's namesake was the British Prime Minister during World War II. He is credited with holding the United Kingdom together during the horrible onslaught of Hitler's Germany. He "held the line" against Nazi aggres-

sion, and did more perhaps than anyone else in history to keep the world free.

The ship is currently under construction at Bath Iron Works in Bath, Maine. The crew will move aboard in late summer 2000, and between then and now, begin setting a new standard of excellence in an Arleigh Burke destroyer. After commissioning in early 2001, the ship will be part of DESRON 22 in Norfolk, Va.

The ship still has room for those seeking the biggest challenge and the best the Navy has to offer. Are you foremost in your area of expertise? Can you handle great port visits? Join *Team CHURCHILL*! Visit our Web Site: <http://www.spear.navy.mil/ships/ddg81>.

Put In For My Outfit

USS LA MOURE COUNTY Needs Sailors for South American Deployment

The most unique ship in the Navy is headed for South America on a UNITAS ("unity" in Latin) deployment. USS LA MOURE COUNTY (LST 1194) is looking for dedicated professionals who want to participate in this fast paced, highly rewarding, and once in a lifetime cruise to accompany the ship, TAD or PCS.



LA MOURE COUNTY, home ported at Naval Amphibious Base Little Creek, Va., is a Naval Reserve Force (NRF) ship that will start the deployment in late July 2000. Transiting the Panama Canal at the start, the ship will port call and participate in amphibious operations with countries on the western coast of South America, followed by a transit of the Magellan Straights. Next comes eastern coast operations and return to home port.

The deployment is expected to be less than four months long, and you will return with a double shell back status. You'll also have the knowledge of having visited nine rare ports-of-call, having been an American diplomat to most of the countries in South America, and most of all, having advanced your professional experience base.

The exciting realm of amphibious operations is demanding and takes a team effort of skilled professionals. Working with Marines and special warfare detachments of the Navy, LA MOURE COUNTY is a team that can't be beat, performing a wide-range of operations that will prove to be most rewarding.

Skills sought include most administration, deck, supply, technical, and engineering ratings. We're also looking for professionals in the HM, MA, and JO ratings. Verbal skills in Spanish are a plus. TAD requests can be for the entire cruise, but must be at least 45 days (passport required) in duration. Personnel in their PCS-transfer window

need to talk to their detailers now to determine billets available.

Please visit our Web Site at <http://www.spear.navy.mil/ships/lst1194/>. For more information, contact USS LA MOURE COUNTY's Command Master Chief, HTCM(SW) Wright, at DSN 253-7405, Comm (757) 462-7405, or E-mail mailbox@lacounty.navy.mil,

with CC to wright@lacounty.navy.mil.

Join the Tomahawk Team in Hawaii

Are you interested in working with one of today's high visibility weapon systems while living in paradise? Do you want the opportunity to earn your ESWS and EAWS, yet enjoy normal shore duty-like responsibility when not

underway? Does experiencing integrated carrier air wing and battle group operations motivate you? If so, then the Afloat Planning System Pacific (APSPAC) is the command for you.

APSPAC is a tenant command of CINCPACFLT and is located at Camp H. M. Smith on the beautiful island of Oahu, Hawaii. The com-



Continued on next page

Put In For My Outfit

Navy Drug and Alcohol Counselor

If you are interested in special program detailing for your next assignment, consider a billet as a Navy Drug and Alcohol Counselor. Billets are available in CONUS, overseas, and at 12 afloat treatment centers on aircraft carriers.

The program is for Sailors E5 and above. The process begins with a screening by a certified drug and alcohol counselor in a Navy Addiction Treatment Facility.

After being selected for the program, the first stop is a 52-day course in San Diego at the Navy Drug and Alcohol Counselor School in beautiful Point Loma.

Students are involved in an intense six-week program, where they are introduced to the disease of addiction, treatment programs, and small-group facilitation. A three-week clinical rotation period tests the students' interaction with patients in local civilian and military treatment centers.

For further information, points of contact are your local addiction treatment facilities, your career counselors, special programs detailer, or contact BMCS(SW) Mario D'Aliesio at the Navy Drug and Alcohol Counselor School at DSN 553-8311, Comm (619) 553-8311.

Tropical Fun Awaits Sailors in Sunny Puerto Rico

Do you enjoy the adventurous lifestyle associated with Caribbean living? Do you enjoy year-round sunny warm weather, golf, white sandy beaches, sailing, deep-sea fishing, scuba

diving, and snorkeling? If your answer is "yes" to any of these activities, then a tour at the Tactical Support Center, Roosevelt Roads, Puerto Rico, might be just what you are looking for.

We have billets available in the following rates: AK, SK, AW, ET, IS, IT, OS, and YN. The center is on the front line of America's fight against drug smuggling 24 hours a day, 365 days a year. We support deployed VP (P-3) squadrons and VAW (E-2) detachments with briefing, in-flight, and debriefing support.

In addition to the sun-n-surf activities, Naval Station Puerto Rico has many facilities that support the active duty service member and their families.

For additional information, contact our Command Senior Chief or Command Career Counselor at DSN 831-4344, Comm (787) 865-4344.

Join the Tomahawk Team, continued

mand consists of 45 officers and enlisted personnel who form five detachments. Each detachment is assigned TAD to an aircraft carrier's battle group staff for workups and deployments. You can expect to make one or two deployment cycles during a tour at APSPAC and see the Pacific as part of a battle group staff.

Our mission is to plan and distribute Tomahawk cruise missile missions and provide technical expertise and support to the Battle Group Commanders. We also provide target measure-

ment for the new Precision Guided Munitions like JSOW and JDAM. APSPAC is made up of E5 and above IS, IT, FC/ET, and OS. You will receive extensive training, working on one of today's most modern planning systems in the world, and see first-hand theater strike tactics.

When in homeport, the weather is always picture perfect with sunny skies and warm trade winds. You can enjoy the islands by surfing, hiking, biking, kayaking, and other outdoor activities and water sports.

If interested, call us for more information at DSN (315) 477-2482, or call your detailer.

Put In For My Outfit

SEVENTH Fleet Offers Sailors Adventure

Are you ready for a challenging and rewarding assignment? If so, think about a tour of duty with a Forward Deployed Naval Force seagoing outfit in the Pacific Fleet. Join the men and women on the staff of Commander, SEVENTH Fleet.

We are currently embarked onboard USS BLUE RIDGE (LCC 19), forward deployed to Yokosuka, Japan. As an undesignated seaman or fireman, this is an excellent opportunity to get your sea legs and experience first-hand the high operational tempo of life in the SEVENTH Fleet. For petty officers and chief petty officers, it gives you the opportunity to share your talent

and experience onboard the most technologically advanced ship. Being on the “tip of the spear,” we are often faced with real world challenges. Our Sailors perform to the utmost of their abilities and reap high rewards for their efforts.

Our quality of life equals any stateside tour and more—you get to live in Japan! The first part is getting you to accept the challenge of joining us, but the hard part will be to get you to leave after a tour with us.



We travel throughout the Pacific region, and our regular foreign port visits include Hong Kong, the Philippines, Singapore, Malaysia, Thailand, Russia, and Australia, to name a few. If you feel up to the challenge, contact your Command Career Counselor, your detailer, or visit the SEVENTH Fleet Web Site at <http://www.C7F.navy.mil>.

VAW-120 “Hawkeyes” Seek Maintenance Professionals

Are you in the window for shore duty and looking for a challenging and rewarding tour? Now is the time to consider the “Greyhawks” of Carrier Airborne Early Warning Squadron 120, based in Norfolk, Va. We fly five versions of the E-2C Hawkeye and the C-2A Greyhound (COD). As the Fleet Replacement Squadron (FRS), our mission is to train pilots, naval flight officers, and enlisted aircrew in the E-2C and C-2A. An excellent opportunity now exists for you to join our team. There are immediate openings available in the AD, AE, AK, AO, AT, AM, AZ, and PR ratings.

We work hard to train, motivate, and develop our personnel into aviation maintenance professionals. On average, we travel four times a year to NAS

Key West, Fla., for one to two-week fleet carrier landing practice detachments. In addition, we detach approximately six times a year to various aircraft carriers for one-week carrier qualifications. We are the test bed for cutting edge maintenance and training procedures.

Where better to serve than Norfolk! We are located minutes from beautiful Virginia Beach, which offers excellent fishing, camping, and various water sports. The recent addition of an outdoor amphitheater offers a variety of musical events throughout the season. Other nearby attractions include Washington, D.C., and historic Colonial



Continued on next page

Put In For My Outfit

The Fleet's Newest Helos are in Guam

If you are seeking fun and challenging sea duty, look no further than the HC-5 "Providers." HELSUPPRON FIVE is located at Andersen Air Force Base on the exciting tropical island of Guam, USA. A wide variety of billets are available for aircrew and maintenance personnel at both the "O-level" and AIMD.

We are looking for highly motivated people in most aviation ratings to assist with our long-awaited transition to the CH-60S helicopter. HC-5 is proud to be the first operational fleet squadron that will fully transition to the new CH-60S airframe, while phasing out the aging H-46 *SeaKnight*.

The CH-60S is truly a unique airframe. A completely innovative development from the gear up, the CH-60S combines U.S. Army *BlackHawk* airframes with Navy *SeaHawk* dynamic components. Most exciting of all is the inclusion of the Navy's new common "glass" cockpit and related systems. The CH-60S comes ready for today's multi-tasking of battlegroup logistics, ship/shore support, and day/night search and rescue.



Our primary mission at HC-5 is to provide food, ordnance, and parts to deployed ships. We also provide search and rescue support both here in Guam and while deployed. The majority of our two aircraft and 30 personnel detachments deploy aboard USNS ships operated by the Military Sealift Com-

mand. At homeguard, you'll work in the only aviation squadron on Guam, and the only Navy asset on Andersen AFB. You can live in superb on-base housing with Department of Defense elementary and middle schools within walking distance. HC-5 boasts above-average enlisted advancement rates, great retention, an aggressive EAWS program, and superb off-duty education opportunities.

You'll enjoy the best liberty while stationed in Guam. Our warm, sunny climate, tropical landscape, and picturesque beaches offer a relaxing atmosphere while off-duty. Enjoy unique sightseeing, waterfalls, fishing, diving, golfing, camping, and "boonie stomping." We visit fun, exotic liberty ports such as Australia, Thailand, Singapore, Japan, Hong Kong, and many others.

We need hard-working, quality Sailors with the right NECs. This new generation aircraft will need maintainers holding the 8378 NEC for the AD, AE, AMH, and AMS rates. The modular-designed cockpit with enhanced avionics systems will delight the Aviation Electronics Technicians (AT) who are willing to take the challenge of obtaining the newest "state of the art" training for this platform.

If you are an H-46 maintenance technician or aircrew, ready now for a chance to work on or fly in the Navy's newest generation helicopter, maybe you should be thinking about the good deals available through an HC-5 Guam tour. Prior H-60 experience is strongly desired! Contact your detailee, or call our Command Career Counselor at DSN 366-2487/6429, Comm (671) 366-2487. E-mail us at n003@hc5.navy.mil, or check out our Web Site at <http://www.andersen.af.mil/hc-5>.

VAW-120 "Hawkeyes," continued

Williamsburg, Kings Dominion, Busch Gardens, and Water Country, USA, add to a wide assortment of amusement parks. To the south lie the Outer Banks of North Carolina, with some of the finest beaches and deep sea fishing in the world.

Do not believe the myths about RAGs. Come join our team and experience for yourself the rewarding organization that has evolved here. Better yet, stop by or give us a call. Our Sailors enjoy above average advancement rates and an exceptional awards program. We promise a challenging and rewarding tour. For more information concerning duty in VAW-120, call your detailee, or contact NC1 Campbell at DSN 564-1289, ext. 319, Comm (757) 444-1289, ext. 319.

LINK Directory

Enlisted Community Managers / Technical Advisors

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
n123c	Joint TAD Contingency Operations	CDR John Croft	(703) 695-3748	225-3748
n123c1	Joint TAD Contingency Operations	PNC(AW) Drew	(703) 694-1012	224-1012
	Joint TAD Contingency Fax		(703) 614-2609	224-2609
n13d	NPRDC Liaison	Mr. Cunningham	(703) 695-6424	225-6424
n13hb1	Director Homebasing Task Force	Mr. Tilt	(703) 695-6369	225-6369
n13t	Policy Analysis & Evaluation	Mr. Cylke	(703) 614-5543	224-5543
n13t1	R&D Project Coordinator	Mr. Bres	(703) 695-6366	225-6366
n132	Head, Enlisted Plans & Policy Branch	CAPT Lamboni	(703) 695-3936	225-3936
n132a	Admin Assistant	Ernie Norton	(703) 614-5599	224-5599
n132s1	Admin Clerk	YN3 Brech	(703) 614-5597	224-5597
n132s2	Admin Support	YN3 McEachin	(703) 614-5598	224-5598
n132c	Head, Strength Plans	CDR Firehammer	(703) 614-5406	224-5406
n132c1	Strength Planner	LCDR Roberto	(703) 695-0888	225-0888
n132c2	Asst Strength Planner	Ms. Douglas	(703) 695-3820	225-3820
n132c3	Asst Strength Planner	LT Patterson	(703) 695-3815	225-3815
n132c4	TAR Plans	CDR Simmons	(703) 695-3856	225-3856
n132c4a	Asst TAR Plans	PNC(SW) Bohrn	(703) 695-3853	225-3853
n132c5	Asst Strength Planner	LCDR Tierney	(703) 614-5446	224-5446
n132c6	CNRC Liaison	CDR Rasmussin	(703) 614-5560	224-5560
n132d	Head, ECM	CAPT Strickler	(703) 695-3935	225-3935
n132d1	Aviation Mech ECM	CDR Sadsad	(703) 695-3806	225-3806
n132d1a	Asst Aviation Mech ECM	VACANT	(703) 695-3780	225-3780
n132d2	Avionics/Aircrew ECM	CDR(Sel) Martin	(703) 695-3812	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	AZC(AW) Brown	(703) 697-2418	227-2418
n132d3	Surf Main Prop ECM	CDR Grice	(703) 693-7234	223-7234
n132d3a	Asst Surf Main Prop ECM	GSCS(SW) Stanek	(703) 614-6501	224-6501
n132d4	Hull/Mech/Elec ECM	CDR Grice	(703) 693-7234	223-7234
n132d4a	Asst Hull/Mech/Elec ECM	DCCS(SW) Hall	(703) 614-4827	224-4827
n132d4b	Hull/Mech/Elec ECM Support	HT1(SW) Smith	(703) 697-0383	227-0383
n132d5	Surf Com System ECM	CDR Neary	(703) 697-2502	227-2502
n132d5a	Asst Surf Com System ECM	FCCM(SW) Snyder	(703) 614-6503	224-6503
n132d6	Surf Ops ECM	LCDR Chapman	(703) 695-3875	225-3875
n132d6a	Asst Surf Ops ECM	ITCM(SW) Hailes	(703) 614-6855	224-6855
n132d7	Spec War/EOD/Diver ECM/MU/CMC	CDR(Sel) Szymanski	(703) 695-3914	225-3914
n132d7a	Asst Spec War/EOD/Diver ECM	QMCS(EOD) Marshall	(703) 614-6854	224-6854
n132d8	CT/Frgn Lang ECM	CDR Slattery	(703) 695-3380	225-3380
n132d8a	Asst Crypto/Intel ECM	CTACS(SW) Devlin	(703) 695-3379	225-3379
n132d8b	CTI Tech Ad	CTICM Harris	(703) 695-6363	225-6363
n132d8c	CTM Tech Ad	CTMCM(SW) Scheid	(703) 695-3391	225-3391
n132d8d	CTO Tech Ad	CTOCM(AW) Jewell	(703) 614-5512	224-5512
n132d8e	CTR Tech Ad	CTRCS(SW) Ouellette	(703) 695-3024	225-3024
n132d8f	CTT Tech Ad	CTTCM Hinkle	(703) 695-3320	225-3320
n132d8g	EW Tech Ad	EWCS(SW) Estes	(703) 695-3051	225-3051
n132d9	Sub Pers ECM	CDR Richards	(703) 695-3887	225-3887
n132d9a	Asst Sub Pers ECM	ETC(SS) Hohensee	(703) 614-6851	224-6851
n132d9b	Asst Sub Pers ECM	ET1(SS) Green	(703) 693-6997	223-6997
n132d10	Admin/Media ECM	LCDR Proctor	(703) 614-6863	224-6863
n132d10a	Asst Admin/Media ECM	YNCM(AW) Jenkins	(703) 697-2746	227-2746
n132d11	TAR Aviation ECM	CDR Richey	(703) 614-6646	224-6646
n132d11a	Asst TAR Aviation ECM	YNCS(AW) Jenkins	(703) 614-6864	224-6864
n132d12	TAR Surface ECM	Vacant	(703) 695-3905	225-3905
n132d12a	Asst TAR Surface ECM	YN1(SW/AW) Monagan	(703) 695-3891	225-3891

n132d13	HM/DT/DAPA ECM	CAPT Senn	(703) 695-3869	225-3869
n132d13a	Asst HM/DT/DAPA ECM	DTCM(SW) Sorensen	(703) 695-3865	225-3865
n132d13b	Asst HM/DT/DAPA ECM	HM1(SW) Powell	(703) 695-3871	225-3871
n132d13c	Asst HM/DT/DAPA ECM	HMC(FMF) Calise	(703) 614-6853	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	LCDR Rhoades	(703) 614-0805	224-0805
n132d14a	Asst Legal/Law Enforcement/CRF ECM	NCCS Ball	(703) 695-8676	225-8676
n132d15	Supply ECM	CDR Spruill	(703) 614-6850	224-6850
n132d15a	Asst Supply ECM	LT Beale	(703) 614-6649	224-6649
n132d15b	Asst Supply ECM	MSCM(SS) Bullock	(703) 695-3933	225-3933
n132d15c	Asst Supply ECM	SKCS Johnson	(703) 695-3932	225-3932
n132d16	Seabees ECM	CDR Gibbs	(703) 695-3940	225-3940
n132d16a	Asst Seabees ECM	EACS(SCW) Nelson	(703) 614-6645	224-6645
n132d17	Intelligence Specialist ECM	CAPT Saia	(703) 693-1227	223-1227
n132d17a	Asst Intel Specialist ECM	LCDR Bray	(703) 614-4918	224-4918
n132d17b	Asst Intel Specialist ECM	ISCM(AW) Bennett	(703) 693-1226	223-1226
n132e	Section Head, Quota Management Office	LCDR Rafter	(703) 695-6431	225-6431
n132e11	NTQMS Analyst	Mr. Erdmann	(703) 695-3982	225-3982
n132e14	NEC Data Entry	Ms. Herndon	(703) 695-8665	225-8665
n132e2	Lead Planner	LT Pompey	(703) 695-3770	225-3770
n132e3	"A" School Program Manager	Mr. Olaes	(703) 695-3953	225-3953
n132e5	"C" School Program Manager	YNCS(AW) Birdsell	(703) 695-3957	225-3957
n132e7	Other Service School Program Manager	MGYSGT Edwards	(703) 693-2334	223-2334
n133d	Nuc Program ECM	CDR Ratte	(703) 695-4449	225-4449
n133d1	Asst Nuc Enl Program ECM	LT Price	(703) 693-0893	223-0893
n133d2	Asst Nuc Enl Program ECM	ETCM(SS) Haggard	(703) 695-3301	225-3301
n133d3	Enlisted Submarine Pay Program Monitor	EMC(SS) Mangin	(703) 695-1276	225-1276

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Enlisted Assignment Division (PERS-40)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p40	Director, Enlisted Assignment Div.	CAPT Rea	(901) 874-3539	882-3539
p40b	Dep. Director, Enlisted Assignment Div.	CDR Zaperach	(901) 874-3539	882-3539
p40bb	Special Asst, Director Enlisted Assignments	LCDR Herrington	(901) 874-3539	882-3539
p40cc	Entitlements	Mr. Kirby Denson	(901) 874-3539	882-3539
p40dd	EEAP, FAP, EFM, CWI Specialist Asst	Mr. C. Brown	(901) 874-3545	882-3545
p40ff	Command Master Chief Detailer	EMCM(AW/SW/SS) Weir	(901) 874-4560	882-4560
p40hh	HUMS Reassignment/Hardship Discharge	PNC(AW) Bigard	(901) 874-3299	882-3299

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NPC Miscellaneous

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p00j3	Minority Affairs Officer	LT Wanda Chandler	(703) 695-2824	225-2824
p00zcb	BUPERS/BCNR Coordinator	Ms. Heather Topping	(901) 874-3043	882-3043
p311	Head, Performance Evaluations Branch	LCDR Harper	(901) 874-3316	882-3316
p312	Head, Records Support	Ms. Karen Stanton	(901) 874-3350	882-3350
p313	Systems Operations Branch	Ms. Ida Lintala	(901) 874-3404	882-3404
p32b	Selection Board Support	LCDR Cherry	(901) 874-4913	882-4913
p321	Selection Board Admin Assistant	YN1(SW) Boucher	(901) 874-3429	882-3429
p343	BUPERS Web Master	Bill Malone	(901) 874-3080	882-3080
p343d	Asst. BUPERS Web Master	DP1 Bostick	(901) 874-3496	882-3496
p451d2	Overseas Tour Extensions Incentives	YN1 Kendrick	(901) 874-4203	882-4203
p451d3	Sea/Shore Duty Commencement Date	Mr. Larry Ward	(901) 874-4185	882-4185

p455e	BUPERS Access Technical Support (Data Personal Acct/New User) BUPERS Access (Data Command Rep) Interactive voice Response (IVR)	Ms. Beverly Essiet 1-800-346-0217 1-800-762-8567	(901) 874-3486 (901) 874-2801 (901) 874-2820 1-800-951-NAVY	882-3486 882-2801 882-2820
p814	Head, Enl. Favorable Seps/Reenl Mgmt.	PNC(SW/AW) Lintag	(901) 984-3233	882-3233
p814a	Enlisted Favorable Separations Section Head	Mrs. Fry	(901) 874-3272	882-3272
p814a2	Enlisted Favorable Separations Section LPO	YN1(AW) James	(901) 874-3271	882-3271
p814b	Reenlistment Mgmt. Section Head	Ms. McIver	(901) 874-3234	882-3234
p814b2	High Year Tenure Section/ENCORE	YN1(SS) Manning	(901) 874-3237	882-3237
p814a1	High Year Tenure Manager/Extensions	Vacant	(901) 874-3269	882-3269
p814d1	Encore, Extension request/cancellation	Ms. Craft	(901) 874-3238	882-3238
p814e	E5 and below High Year Tenure Case Worker	YN2(SS) Talley	(901) 874-4862	882-4862
p815	Head, Reenlistment Incentives Branch	LCDR Christy	(901) 874-3069	882-3069
p815b	Asst. Head, Reenlistment Incentives	PNC(AW) Long	(901) 874-3205	882-3205
p815c	Forced/Lateral Conversion	YN2 Whorton	(901) 874-3217	882-3217
p815c1	SRB/BCNR Opinion	Mr. Slaton	(901) 874-3206	882-3206
p815c2	SCORE/MA/NC/LN/DM Conversions	YNSR Cooley	(901) 874-3212	882-3212
p815d	Conversion Manager	YN1 Lopez	(901) 874-3193	882-3193
p815d1	SDAP Section	PN1 Jones	(901) 874-3207	882-3207
p815d2	SRB/STAR Program Manager	MMC(SS) Ogle	(901) 874-3215	882-3215
p815d3a	SRB Help Desk	YN3 Smith	(901) 874-4993	882-4993
p821	Head, Disability Ret/JIMDU	LTJG Wilsey	(901) 874-3229	882-3229
p821a	Assistant Branch Head	PCC(AW) Curry	(901) 874-3201	882-3201
p821b	Supervisor, Military Personnel	Mr. Joseph Ferdinand	(901) 874-3202	882-3202
p821d	Supervisor, Disability Retirement	Ms. Bullard	(901) 874-3231	882-3231
p822	Head Officer Retirement Branch	LCDR Oberg	(901) 874-3184	882-3184
p823	Head Enlisted Retirement Branch	Mr. Parmer	(901) 874-3246	882-3246
p823a	Assistant Branch Head	GMCS(SW) Bell	(901) 874-3187	882-3187
p823b1	Enl. Fleet Reserve Customer Service	Ms. Pamela Reed	(901) 874-3247	882-3247
p823b3	Enl. Fleet Reserve Customer Service	Mr. Otis Echols	(901) 874-3186	882-3186
p831	Head, Military Personnel Security	CDR Davis	(901) 874-4405	882-4405
p8311	Asst. Head, Military Personnel Security	LCDR Brown	(901) 874-4403	882-4403
p8315	Branch Supervisor	YNC(AW) Burnett	(901) 874-4899	882-4899
p8314	NATO Coordinator	PN2 Cherry	(901) 874-4414	882-4414
p8313	Security Clearance Revocations	YNSA Kitchell	(901) 874-4411	882-4411
p8316	Security Asst.	Ms. Shoffner	(901) 874-4412	882-4412
p8317	Fraudulent/Erroneous Enlistments	Ms. Romero	(901) 874-4413	882-4413
p852	Head, Enlisted Advancements Branch	LT Cox	(901) 874-3255	882-3255
p852b	Asst. Exam Eligibility	PNCS(SW) Miller	(901) 874-3224	882-3224

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Seabees (PERS-401C)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p401	Branch Head	LCDR Heckmann	(901) 874-3569	882-3569
p401c	Rating Assignment Officer	CUCM(SCW) Howk	(901) 874-3575	882-3575
p401cc	All E8s & E9s	CUCM(SCW) Howk	(901) 874-3575	882-3575
p401cc1	All E7s	EOCS(SCW) Cason	(901) 874-3575	882-3575
p401cd	CE/UT/MUSE E1-E6	CEC(SCW) Townsend	(901) 874-3575	882-3575
p401cd1	CE/UT/MUSE E1-E6	UTC(SCW) Williams	(901) 874-3575	882-3575
p401ce	BU/EA/SW E1-E6	SWC(SCW) Thiedeman	(901) 874-3575	882-3575
p401ce1	BU/EA/SW E1-E6	BUC(SCW) Kane	(901) 874-3575	882-3575
p401cf	EO/CM/E1-E6/UCT	CMC(SCW) Avery	(901) 874-3575	882-3575
p401cf1	EO/CM E1-E6	EO1(SCW) Rice	(901) 874-3575	882-3575

Fax: DSN 882-2716 or Comm (901) 874-2716.

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SEAL/EOD/Divers/SWCC (PERS-401D)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p401	Branch Head	LCDR Heckmann	(901) 874-3569	882-3569
p401d	Rating Assignment Officer	LCDR Chapman	(901) 874-3560	882-3560
p401de	Special Warfare	RMCM(SEAL) Madison	(901) 874-3622	882-3622
p401df	EOD	GMCM(EOD) Dawkins	(901) 874-3622	882-3622
p401dc	Fleet Divers	BMCM(SW/MDV) Burgess	(901) 874-3622	882-3622
p401de1	In-service Recruiter	QMCS(SEAL) Edwards	(901) 874-3622	882-3622
p401dh	Schools Coordinator	BM1(DV) Ward	(901) 874-3622	882-3622
p401di	SWCC	ENCS(SWCC) Ferens	(901) 874-3622	882-3622

Fax: DSN 882-2716 or Comm (901) 874-2716.

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Engineering/Hull (PERS-402)

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p402	Branch Head	LCDR Martin	(901) 874-3602	882-3602
p402c	Rating Assignment Officer (EM/MM/GS)	LT Erickson	(901) 874-3593	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)	LT Coleman	(901) 874-3610	882-3610
p402cd	EM E7-E9	EMCS(SW)Rio	(901) 874-3591	882-3591
p402cd1	EM E6	EMCS(SW) Richardson	(901) 874-3577	882-3577
p402cd2	EM E5	EMC(SW) Ehert	(901) 874-3580	882-3580
p402cd3	EM E1-E4	EM1(SW) Mitchell	(901) 874-3592	882-3592
p402cf	MM E8-E9	MMCM(SW/AW) Bennett	(901) 874-3607	882-3607
p402cf1	MM E7/ "C" Schools	MMC(SW) Walton	(901) 874-3579	882-3579
p402cf2	MM E1-E4 (PAC)/Avails/ "A" School	MMC(SW) Sinn	(901) 874-3603	882-3603
p402cf3	MM E5	MMCS(SW) Manasco	(901) 874-3589	882-3589
p402cf4	MM E1-E4/Avails (LANT)	MM1(SW) Bruns	(901) 874-3578	882-3578
p402cf5	MM E6	MMC(SW) Boutwell	(901) 874-3605	882-3605
p402cg	GS/GSE/GSM E7-E9	GSCM(SW) Bacon	(901) 874-3614	882-3614
p402cg1	GSE/GSM E6	GSMC(SW) Carbone	(901) 874-3599	882-3599
p402cg2	GSE/GSM E5	GSMC(SW) Hagen	(901) 874-3612	882-3612
p402cg3	GSE/GSM E1-E4/ Schools	GSM1(SW) Duran	(901) 874-3587	882-3587
p402dc	IC E7-E8	ICC(SW) Salter	(901) 874-3594	882-3594
p402dc1	IC E1-E4	IC1(SW/AW) Cole	(901) 874-3611	882-3611
p402dc2	IC E5-E6	ICC(SW) Buzzard	(901) 874-2847	882-2847
p402de	MR/IM/OM/3M E6-E9	MRC(SW) Harris	(901) 874-3595	882-3595
p402de1	MR/IM/OM E1-E5	MRC(SW/AW) Kuhn	(901) 874-3582	882-3582
p402de2	MR/IM/OM	MR1(SW/AW) Beck	(901) 874-3595	882-3595
p402df	HT E6-E9	HTCS(SW) Lord	(901) 874-3576	882-3576
p402df1	HT E5-E6	HTC(SW) Bridges	(901) 874-3597	882-3597
p402df2	HT E1-E4	HT1(SW) Pieper	(901) 874-3584	882-3584
p402dg	EN E6	ENCS(SW) Holden	(901) 874-3598	882-3598
p402dg1	EN E7-E9	ENCM(SW) Spencer	(901) 874-3616	882-3616
p402dg2	EN E1-E4	EN1(SW) Roth	(901) 874-3585	882-3585
p402dg3	EN E5/Schools	ENC(SW) O'Brien	(901) 874-3586	882-3586
p402di	DC E7-E9	DCC(SW) Walton	(901) 874-3601	882-3601
p402di1	DC E5-E6	DCC(SW) Miller	(901) 874-3588	882-3588
p402di2	DC E1-E4	DCC(SW) Neathery	(901) 874-3615	882-3615
p402a	Admin Supervisor	YN2 Peppo	(901) 874-3604	882-3604
p402a2	Admin Support	YNSR Brea	(901) 874-3590	882-3590
p402a3	Admin Support	YNSN King	(901) 874-3600	882-3600
p402a4	Admin Support	YNSN Davis	(901) 874-3609	882-3609

Fax: DSN: 882-2734 or Comm (901) 874-2734.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Submarine/Nuclear Power (PERS-403)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p403	Branch Head	CAPT(Sel) Harkins	(901) 874-3635	882-3635
p403b	Asst Branch Head	LCDR Owens	(901) 874-3626	882-3626
p403a	Admin Officer	YNCS(SS) Demo	(901) 874-3633	882-3633
p403d	"C" Shop Placement Officer/ Fleet Manning Monitor	LT Culbreath	(901) 874-3623	882-3623
p403c	"C" Shop RAO	EMCM(SS) Beaty	(901) 874-4696	882-4696
p403cb	"C" Shop ARAO	EMCS(SW/SS) Kilian	(901) 874-3644	882-3644
p403cc	Submarine/CNO Special Projects	ETC(SS) Lashua	(360) 476-9433	439-9433
p403cd	Nuclear Submarine CPO	ETCM(SS) Scott	(901) 874-3627	882-3627
p403ce	Nuclear E1-E6/3353/63	ETC(SS) Williams	(901) 874-3645	882-3645
p403cf	Nuclear E1-E6/3354/64	EMC(SS) Spence	(901) 874-3624	882-3624
p403cg	Nuclear E1-E6/3355/65/Welders	MMC(SS) Martin	(901) 874-3628	882-3628
p403ch	Nuclear E1-E6/3356/66	MM1(SS) Wagenschutz	(901) 874-3630	882-3630
p403cj	Nuclear Surface CPO	EMC(SW/AW) Huether	(901) 874-3648	882-3648
p403ck	Nuclear Surface E1-E6 ET/EM	ETC(SW) Emerick	(901) 874-3631	882-3631
p403cl	Nuclear Instructor	ETCM(SS) Walker	(901) 874-3647	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMCS(SS) Stapleton	(901) 874-3629	882-3629
p403cn	MM(Aux) E1-E5	MM1(SS) Farmer	(901) 874-3625	882-3625
p403cr	Nuclear Surface MM E1-E6/ELT	MMC(SW) Julao	(901) 874-3632	882-3632
p403eh	COB/CMC Detailer	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403e	"D/E" Shop Placement Officer/ Fleet Manning Monitor	LTJG Simmons	(901) 874-4933	882-4933
p403de	MT	MTC(SS) Muir	(901) 874-3649	882-3649
p403df	TM/MM(Weps)	MMC(SS) Arnold	(901) 874-3642	882-3642
p403dg	FT	FTCS(SS) Cox	(901) 874-3621	882-3621
p403dl	STS E1-E5	STSC(SS) Grilli	(901) 874-3616	882-3616
p403dm	NUCON/OVHLS/DMP/DEACTS	YN2(SS) Brophy	(901) 874-3643	882-3643
p403dc	"E" Shop ARAO, ET CPO Detailer	ETCS(SS) Otto	(901) 874-3641	882-3641
p403dh	"D" Shop ARAO/STS E6-E9	STSCS(SS) Dawsonia	(901) 874-3646	882-3646
p403ec	14NM/14SM/14IC/14QM (E1-E6)	ETC(SS) Gamblin	(901) 874-3619	882-3619
p403ed	14RM/14EM (E1-E6)	ETC(SS) Sjogren	(901) 874-3637	882-3637
p403ef	YN	YNC(SS) Reynolds	(901) 874-3620	882-3620
p403eg	MS	MSC(SS) Garnsey	(901) 874-3638	882-3638
p403ej	SK	SK1(SS) Chmielewski	(901) 874-3640	882-3640
p403ek	NAV/COM Accessions & Schools	ETC(SS) Brooks	(901) 874-3652	882-3652
p403f	Pipeline Training Coord	Mr. Stafford	(901) 874-3617	882-3617
p403fc	Nuclear Power/Training Coord/ Medical Waiver/Volunteer Coord/ Sub Disqual/Conversion Coord	YN2(SS) Boyle	(901) 874-3634	882-3634

Fax: DSN 882-2638 or Comm (901) 874-2638.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Aviation (PERS-404)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p404	Branch Head	CDR Ferree	(901) 874-3691	882-3691
p404c	Rating Assignment Officer (Avionics/Arm)	LCDR(Sel) Bailey/LT Anderson	(901) 874-3657	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	LT Collins	(901) 874-3685	882-3685
p404e	Rating Assignment Officer (NAC/AM)	LT Parker	(901) 874-3707	882-3707
p404ce	AE E7-E8	AECS(AW) Leyden	(901) 874-3662	882-3662
p404ce1	AE E4 and below/"A" School	AEC(AW) Eakins	(901) 874-3688	882-3688
p404ce2	AE E5-E6	AE1(AW) Melendez	(901) 874-3703	882-3703
p404cf	AV/AF/8300/ATCS/AECS	AVCM(AW/NAC) Thompson	(901) 874-3658	882-3658
p404cr	AO E7-E9	AOCM(AW/NAC) Oswald	(901) 874-3663	882-3663
P404cr1	AO E5-E6	AOC(AW) Saintamour	(901) 874-3665	882-3665
p404cr2	New Construction/Decom.	AOCS(AW) Lynch	(901) 874-3704	882-3704

p404cr3	AO E4 and below/"A" School	AO1(AW) Rivera	(901) 874-4957	882-4957
p404ct	AT E4 and below	AT1(AW) Garrison	(901) 874-3701	882-3701
p404ct1	AT "A & C" School	ATC(AW) Lariviere	(901) 874-3659	882-3659
p404ct3	AT E7	ATC(AW) Miller	(901) 874-3683	882-3683
p404ct4	AT E4 and below	ATC(AW) Doss	(901) 874-3660	882-3660
p404ct5	AT E5-E6	AT1(AW) Giffin	(901) 874-3684	882-3684
p404de	AB E7-E9	ABCM(AW) Weber	(901) 874-3686	882-3686
p404de1	ABH E1-E6	ABH1(AW) Ingram	(901) 874-3708	882-3708
p404de2	ABF E1-E6	ABFC(AW) Fisher	(901) 874-3702	882-3702
p404de3	ABE E1-E6	ABEC(AW/SW) Claxton	(901) 874-3687	882-3687
p404df	AC	ACCM(AW/SW) Gohranson	(901) 874-3666	882-3666
p404df1	AC "A" School	AC1(AW/SW) Butler	(901) 874-3681	882-3681
p404dg	AD E7-E8	ADCS(AW) Otten	(901) 874-3669	882-3669
p404dg2	AD E6	ADC(AW) Fuller	(901) 874-3706	882-3706
p404dg3	AD E5	AD1(AW) Palmer	(901) 874-3670	882-3670
p404dg4	AD E4 and below/ "A" School	AD1(AW) Villalobos	(901) 874-3693	882-3693
p404dh	AG	AGCS(AW) Biffle	(901) 874-3656	882-3656
p404dj	AS	ASCM(SW/PJ) Clemens	(901) 874-3700	882-3700
p404dk	AZ E6-E9	AZCM(AW) Spence	(901) 874-3671	882-3671
p404dk1	AZ E1-E5	AZC(AW) Dawson	(901) 874-3672	882-3672
p404dl	PH	PHC(AW) Coffelt	(901) 874-3689	882-3689
p404dm	PR	PRCM(AW) Zavada	(901) 874-3690	882-3690
P404dm1	PR AS/PR "A" Schools	PR1(AW) Bryant	(901) 874-3390	882-3390
p404ec	AW (E7 & above)	AWCM(AW/NAC) Fishbein	(901) 874-3673	882-3673
p404ec1	AW (E6 & below)	AWC(AW/SW/NAC) Bethune	(901) 874-3694	882-3694
p404ed	Aircrew IFT/EWOP/IT	AVCM(AW/NAC) Olson	(901) 874-3674	882-3674
p404ef	Aircrew Designations	AMS1(AW/SW/NAC) Hoffman	(901) 874-3675	882-3675
p404eg	SAR(Non-AW)/Utility Aircrew	AMS1(AW/NAC) Carswell	(901) 874-3695	882-3695
p404eh	Aircrew Fit Eng/REEL Op/Loadmaster	AECS(AW/NAC) Saylor	(901) 874-3676	882-3676
p404ej	AMS E6-E7/AM E8	AMCS(AW) Rippy	(901) 874-3696	882-3696
p404ej1	AMS E5/NDI	AMSC(AW) Sims	(901) 874-3697	882-3697
p404ej2	AMS E1-E4/AMS "A" School	AMSC(AW) Klinger	(901) 874-3677	882-3677
p404ek	AME E1-E7	AMEC(AW) Deritter	(901) 874-3678	882-3678
p404el	Aviation New Construction/Decom	ATCS(AW) Fisher	(901) 874-3698	882-3698
p404em	AMH E5-E7	AMHC(AW) Tennaro	(901) 874-3699	882-3699
p404em2	AMH E1-E4/AMH "A" School	AMHC(AW) Marcille	(901) 874-3680	882-3680
p404a2	Admin Department	YN3 Herrera	(901) 874-3668	882-3668
p404a3	Admin Department	YN3 Nason	(901) 874-3692	882-3692
p404a4	Admin Department	Ms. Pamela Campbell	(901) 874-3667	882-3667

Fax: DSN 882-2642 or Comm (901) 874-2642.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Admin, Deck, Supply (PERS-405)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p405	Branch Head	CDR Ruedi	(901) 874-3754	882-3754
p405c	Admin RAO	LCDR Williams	(901) 874-3709	882-3709
p405d	Deck RAO	LCDR Williams	(901) 874-3712	882-3712
p405e	Supply RAO	LCDR(sel) Belanger	(901) 874-3731	882-3731
p405c1	Admin LPO	YN1(SW) Rogers	(901) 874-3892	882-3892
p405c3	Admin Asst. LPO	YN3 Reynolds	(901) 874-3710	882-3710
p405c5	Admin Asst.	YNSN Kistner	(901) 874-3711	882-3711
p405c4	Admin Asst.	YNSN Leavell	(901) 874-4758	882-4758
p405cd	YN E7-E9	YNCS(SW) Hoyt	(901) 874-3751	882-3751
p405cd2	YN E5-E6	YN1(SW) Smolens	(901) 874-3733	882-3733
p405cd3	YN E1-E4 & "A" School	YN1(SW) Roddy	(901) 874-4847	882-4847
p405cd5	Flag Writer Detailer	YNCS(SW) Brown	(901) 874-3732	882-3732
p405ce	PN E7-E9	PNCM(SW) Hurt	(901) 874-4049	882-4049
p405ce1	PN E5-E6	PNC(SW/AW) Southall	(901) 874-3753	882-3753

p405ce2	PN E1-E4 & "A" School	PN1(SW) Bailey	(901) 874-3735	882-3735
p405cf	JO & RP	JOCM(SW) Lovato	(901) 874-3752	882-3752
p405cg	NC/LN/DM	LNCS(SW/SCW/AW) Cox	(901) 874-3737	882-3737
p405dc	BM E7-E9 and Harbor Pilots	BMCM(SW) Lott	(901) 874-3713	882-3713
p405dc1	BM E5-E6 (PAC)	BMC(SW) Heffner	(901) 874-3740	882-3740
p405dc2	BM E5-E6 (LANT)	BMC(SW) Taylor	(901) 874-3739	882-3739
p405dc3	BM E1-E4	BM1(SCW) Hoening	(901) 874-3738	882-3738
p405df	MA E7-E9	MAC(SW/AW) Owins	(901) 874-3730	882-3730
p405df1	MA E6 & below	MA1(SW) Driscoll	(901) 874-3750	882-3750
p405dd	SM	SMC(SW/AW) Reese	(901) 874-3726	882-3726
p405de	QM E6-E9	QMCS(SW) Hillebrandt	(901) 874-3728	882-3728
p405de1	QM E1-E5 & "A" Schools	QMC(SW) Sisung	(901) 874-3727	882-3727
p405ec	MS E8-E9	MSCM(SW/AW) Benoit	(901) 874-3741	882-3741
p405ec1	MS E7	MSCS(SW) Dandridge	(901) 874-3718	882-3718
p405ec2	MS E6 & "C" School	MSC(SW) Borozck	(901) 874-3714	882-3714
p405ec3	MS E5 Sea	MSC(SW) Sanares	(901) 874-3716	882-3715
p405ec4	MS E5 Shore	MSC(SW) Hill	(901) 874-3742	882-3742
p405ec5	MS E1-E4 Shore	MSC(AW) Collins	(901) 874-3715	882-3715
p405ec6	MS E1-E4 Sea & "A" School	MS1(SW) Kavanagh	(901) 874-3717	882-3717
p405ed	SH E6-E9	SHCM(SW) Lara	(901) 874-3743	882-3743
p405ed1	SH E5 & "C" School	SH1(SW) Roxas	(901) 874-3719	882-3719
p405ed2	SH E1-E4 & "A" School	SHC(SW) Harry	(901) 874-3744	882-3744
p405fc	SK E8-E9	SKCS(SW) Dela Cruz	(901) 874-3745	882-3745
p405fc1	SK E7	SKCS(SW/AW) Manipula	(901) 874-3746	882-3746
p405fc3	SK E6 & "C" School	SK1(SCW) O'Brien	(901) 874-3722	882-3722
p405fc4	SK E1-E4 & "A" School	SK1(SW) Cruz	(901) 874-3723	882-3723
p405fc5	SK E5	SK1(SW) Harris	(901) 874-3721	882-3721
p405fd	AK E6-E9	AKCS(AW) Adamsn	(901) 874-3724	882-3724
p405fd1	AK E1-E5 & "A" School	AKC(AW) Nwosu	(901) 874-3748	882-3748
p405ee	PC/LI	PCCS(SW) Collins	(901) 874-3720	882-3720
p405fe	DK E6-E9	DKCM(SW) Manganti	(901) 874-3749	882-3749
p405fe1	DK E1-E5	DK1(SW) Parran	(901) 874-3725	882-3725

Fax DSN: 882-2637 or Comm (901) 874-2637.

E-mail: Replace xxxx in the following example with your detailee's E-mail code: xxxx@persnet.navy.mil

Technical (PERS-406)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p406	Branch Head, Technical Assignments Branch	CDR Northrup	(901) 874-3779	882-3779
p406d	Rating Assignment Officer	LT Weiss	(901) 874-3769	882-3769
p406c	Rating Assignment Officer	LTJg Moore	(901) 974-3777	882-3777
p406e	Rating Assignment Officer	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406cf	FC E7-E9	FCCM(SW) Cherry	(901) 874-3762	882-3762
p406cf1	FC E1-E6 (LANT)	FCC(SW) McMillan	(901) 874-3763	882-3763
p406cf2	FC E1-E6 (PAC)	FCC(SW) Spinney	(901) 874-3764	882-3764
p406cf3	FC E1-E4 Schools	FC1(SW) Allen	(901) 874-3780	882-3780
p406cg	GM E7-E9	GMCS(SW) Hughes	(901) 874-3781	882-3781
p406cg1	GM(PAC) E1-E6	GMC(SW) Miller	(901) 874-3782	882-3782
p406cg2	GM(LANT) E1-E6	GMC(SW) Harris	(901) 874-3790	882-3790
p406cq	OS E7-E9	OSCM(SW) Pritchard	(901) 874-3211	882-3211
p406cq1	OS E5/E6 (PAC)	OSCM(SW) Pritchard	(901) 874-3211	882-3211
p406cq2	OS Schools Coordinator	OS1(SW) Moran	(901) 874-3758	882-3758
p406cq4	OS E5/E6 (LANT)	OSC(SW/AW) Etzel	(901) 874-3789	882-3789
p406cq5	OS Schools Coordinator	OS1(SW) Caldwell	(901) 874-3759	882-3759
p406de	ET E7-E9	ETCS(SW) Pavelec	(901) 874-3786	882-3786
p406de1	ET E1-E6 (LANT)	ETC(SW) Linsten	(901) 874-3795	882-3795
p406de2	ET Schools Coordinator	ETC(SW) Patrick	(901) 874-3768	882-3768
p406de3	ET E1-E6 (PAC)	ETC(SW) Evans	(901) 874-3770	882-3770

p406de4	ET E1-E6 (PAC)	ETC(SW/AW) Wade	(901) 874-3771	882-3771
p406de5	ET E6 (LANT)	ETC(SW) Pierce	(901) 874-3796	882-3796
p406dr	IT E7-E9	ITCM(SW/AW) Brown	(901) 874-3792	882-3792
p406dr2	IT E5-E6 (LANT)/“C” School	ITC(SW/AW) Malone	(901) 874-3765	882-3765
p406dr3	IT E5-E6 (PAC)	ITC(SW) Jubb	(901) 874-3793	882-3793
p406dr4	IT E5-E6 (PAC)	ITC(SW) Steinberg	(901) 874-3767	882-3767
p406dr5	IT E5-E6 (LANT)	ITCS(SW) Arthur	(901) 874-3783	882-3783
p406dr6	IT E1-E4 (PAC)	ITC(SW) Jones	(901) 874-3784	882-3784
p406dr7	IT E1-E4 (LANT)/“A” School	IT1(SW) Celestine	(901) 874-3785	882-3785
p406em	MN	MNCS(SW) Thanscheidt	(901) 874-3760	882-3760
p406eu	STG E7-E9	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406eu1	STG E1-E6 (PAC)	STGC(SW) Polk	(901) 874-3773	882-3773
p406eu2	STG Schools	STG1(SW) Calvillo	(901) 874-3757	882-3757
p406eu3	STG E1-E6 (LANT)	STGC(SW) Stelling	(901) 874-3787	882-3787
p406ew	TM	TMCM(SW) Scott	(901) 874-3774	882-3774
p406a	Admin Support	YN3 Lyons	(901) 874-3065	882-3065
p406a1	Admin Support	YNSR Stoute	(901) 874-3779	882-3779
p406a2	Admin Supervisor	PN1(SW) Roberts	(901) 874-3778	882-3778

Fax: DSN 882-2643 or Comm (901) 874-2643.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Medical/Dental (PERS-407)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p407	Branch Head	LCDR Gonzales	(901) 874-3808	882-3808
p407c	RAO	LT Lane	(901) 874-3816	882-3816
p407cb1	Leading HM Detailer, E9 Sea/Shore	HMCM(SS) Sanderson	(901) 874-3806	882-3806
p407cd	DT E7-E9, DT 8708, Leading DT Detailer	DTCM(SW/AW) Edmiston	(901) 874-3815	882-3815
p407cd1	DT E5-E6, DT 8703, 32, 53, 65	DTC(FMF) Jones	(901) 874-3805	882-3805
p407cd2	DT E4 & below, DT 8752, 83	DT1(SW) Anderson	(901) 874-3807	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000)	HMCS(SW/AW/FMF) Arrington	(901) 874-3811	882-3811
p407cg	HM 8408, 45, 46, 83, 86, 89, 8541	HMC(FMF) Weatrowski	(901) 874-3800	882-3800
p407ch	HM 8403, 24, 25, 27, 93, 94	HMC(SW/FMF) Stone	(901) 874-3797	882-3797
p407cj	HM 8402, 07, 16, 32, 51, 52	HMC(SS) Boss	(901) 874-3813	882-3813
p407ck	HM “C” Schools	HMC(SW/FMF) Maniece	(901) 874-3809	882-3809
p407ck1	HM “A” School	HM1(FMF) Hankins	(901) 874-3812	882-3812
p407cm	HM E4 & below Sea (8404/0000)	HMC(FMF) Adams	(901) 874-3804	882-3804
p407cn	HM E5 Sea/Shore (8404/0000)	HMC Haag	(901) 874-3810	882-3810
p407cp	HM E4 & below Shore (8404/0000)	HMC(FMF) Willis	(901) 874-3798	882-3798
p407cq	HM 8401, 06, 09, 72, 82	HMC(FMF) Spencer	(901) 874-3802	882-3802
p407cr	HM 8434, 95, 96, 8503, 05, 06	HMC Fuston	(901) 874-3814	882-3814
p407ct	HM 8454, 63, 66, 67, 78, 79, 85	HMC(FMF) Dwyer	(901) 874-3803	882-3803
p401de2	HM 8491, 92	Vacant	(901) 874-3622	882-3622

Fax: DSN 882-2645 or Comm (901)874-2645.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

CT/IS/EW (PERS-408)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p408	Branch Head	LCDR Knowles	(901) 874-3842/23	882-3842
p408c	RAO	CWO2 Morris	(901) 874-3842/23	882-3842
p408cb	Office Manager	CTACM Wilson	(901) 874-3842/23	882-3842
p408a1	Admin Supervisor	CTA1 Bryan	(901) 874-3842/23	882-3842
p408cd	IS E6 & above	ISCS(AW) McNeil	(901) 874-3842/23	882-3842
p408cd1	IS E5 & below	ISC(SW/AW) Finnerty	(901) 874-3842/23	882-3842
p408cj1	T Branch	CTTC Rogers	(901) 874-3842/23	882-3842
p408ck	A Branch	CTACS(SW) Apa	(901) 874-3842/23	882-3842
p408cf	M Branch E6 & above	CTMCS(SW) Warrick	(901) 874-3842/23	882-3842

p408cf1	M Branch E5 & below	CTMC(SW) Clarke	(901) 874-3842/23	882-3842
p408cg	O Branch E6 & above	CTOCS(SW) Kelly	(901) 874-3842/23	882-3842
p408cg1	O Branch E5 & below	CTOC(SW) Joyce	(901) 874-3842/23	882-3842
p408ch	R Branch E6 & above	CTRC(SW) Henderson	(901) 874-3842/23	882-3842
p408ch1	R Branch E5 & below	CTRC(SW/AW) Williams	(901) 874-3842/23	882-3842
p408ce	I Branch E6 & above	CTIC(NAC) Loomer	(901) 874-3842/23	882-3842
p408ce1	I Branch E5 & below	CTIC(SG) Murphy	(901) 874-3842/23	882-3842
p408cl	EW E6 & above	EWCM(SW/AW) Bower	(901) 874-3825	882-3825
p408cl1	EW E5 & below	EW1(SW) Thurman	(901) 874-3834	882-3834

Fax: DSN 882-2650 or Comm (901) 874-2650.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Sea Special Programs (PERS-409)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p409	Branch Head	LCDR Johnson	(901) 874-3852	882-3852
p409a	Admin Supervisor	YN2 Parmer	(901) 874-3844	882-3844
p409cd	LCPO	FCCS(SW) Wells	(901) 874-3849	882-3849
p409cd1	Head CVN-76 Detailer	OSCS(SW) Hixon	(901) 874-4987	882-4987
p409cd2	New Const. Detailer	FCC(SW) Hummer	(901) 874-3846	882-3846
p409cd3	New Const. Assistant	PN2(SW) Barnhart	(901) 874-3856	882-3856
p409cd4	New Const. Detailer/LCAC	GSEC(SW) Luther	(901) 874-3845	882-3845
p409cd5	New Const. Detailer	ET1(SW/AW) Baker	(901) 874-3854	882-3854
p409cd6	New Const. Detailer	HT1(SW) Hendrix	(901) 874-3853	882-3853
p409dc	Head Sea Placement Section	PNC(AW) Villamento	(901) 874-3857	882-3857
p409dc2	Homeport Change	IT1(SW) Smith	(901) 874-3851	882-3851
p409dc3	Decommissions	SK2(SW) Sam	(901) 874-3855	882-3855
p409de	Women in Ships	NCC(SW/AW) Gary	(901) 874-3850	882-3850

Fax: DSN 882-2649 or Comm (901) 874-2649.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Shore Special Programs (PERS-4010)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p4010	Branch Head	LCDR Kronzer	(901) 874-3451	882-3451
p4010b	RAO Special Programs	OSCM(SW) Williams	(901) 874-3775	882-3775
p4010a3	Admin Supervisor	YN3 Reeves	(901) 874-3860	882-3860
p4010a	Admin Asst.	YNSN Brinkman	(901) 874-3867	882-3867
p4010c	Career Recruiter Force	NCCS Cason	(901) 874-3868	882-3868
p4010c1	Recruiter E7-E8	MMC(SW) Ehrhart	(901) 874-3877	882-3877
p4010c2	Recruiter E6	PN1(AW) Tan	(901) 874-3861	882-3861
p4010g1	Recruiter E4-E5	YN2(AW) Duvall	(901) 874-3879	882-3879
p4010d	RDC/MEPS/ Naval Academy Company Chiefs/ FAST/USS CONSTITUTION/ USS ARIZONA Memorial	BMC(SW) Mercer	(901) 874-3878	882-3878
p4010d1	EOP/NAVLEAD/CAAC	GMC(SW) Arguello	(901) 874-3862	882-3862
p4010d2	Brig/CCU/NACU/SERE/Women Ashore	GMG1(SW) Cordero	(901) 874-3869	882-3869
p4010e	Physical Security	PN1(FMF) Francisco	(901) 874-3863	882-3863
p4010e1	Physical Security	YN2(SW) Felton	(901) 874-3870	882-3870
p4010f	Major Washington Staff	YNC(AW) Schmidt	(901) 874-3880	882-3880
p4010f1	Headquarters Activities	YN1(SW) Kingston	(901) 874-3886	882-3886
p4010f2	Flag Mess/Enlisted Aide	MSC(SW) Marsh	(901) 874-3871	882-3871
p4010g	Joint Area Placement Staffs/MAAGS Mission/NATO/PEP	YNCS(SW) Medley	(901) 874-3872	882-3872

p4010k	Enlisted to Officer Order Writer	PN1(SW/AW) Hibbs	(901) 874-3874	882-3874
p4010s	Asst Branch Hd/RAO, Fleet "A" School	LT Bernard	(901) 874-3864	882-3864
p4010s2	LPO/1306 Fleet Request/AEF/ATF	PNC(SW) Christiansen	(901) 874-3873	882-3873
p4010s5	"A" School RAPO/NP1306 Fleet Request	PN1(AW) Jacinto	(901) 874-3875	882-3875
p4010s6	Conversions via "A" School/IT quotas	YN2 Gordon	(901) 874-3884	882-3884
p4010s7	1306 Fleet "A" School Requests	MS2 Reed	(901) 874-3865	882-3865
p4010a1	"A" School RAPO/Conversions	YN2(AW) Benn	(901) 874-3883	882-3883

Fax: DSN: 882-2646 or Comm (901) 874-2646.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Musician (PERS-64)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p64	Division Director	LCDR M. D. Hammond	(901) 874-4312	882-4312
p64b	Deputy Division Director	LT R. Bailey	(901) 874-4317	882-4317
p64d	Detailer	MUCM McIntyre	(901) 874-4314	882-4314

Fax: DSN 882-2614 or Comm (901) 874-2614.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

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<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
N4	Director	CDR Lindberg	(504) 678-5109	678-5109
N41	CMC/MCPO/SCPO	SKCM(SW/AW) Tutt	(504) 678-6205	678-6205
N410	AE/AD/Physical Security	AEC(AW) Sievers	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	AMHC(AW) Finnigan	(504) 678-1214	678-1214
N412	AT/AO/AN	ATCS(AW) Malenky	(504) 678-5488	678-5488
N413	PN/NC/PreComm/Special Programs	PNC(SW) Cheves	(504) 678-6207	678-6207
N414	YN	YNCS(SW/AW) Doolin	(504) 678-6208	678-6208
N415	SK/AK/DK	SKC(SW) Anderson	(504) 678-1599	678-1599
N416	HM/MS	HMC(SW) Hernandez	(504) 678-1779	678-1779
N417	AW/AC/AZ/Aircrew	AWCS(AW/NAC) Lee	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/FN/EM	HTC(SW) Pellinen	(504) 678-6206	678-6206
N419	BM/ET/RM/IC/DP/SN	ITC(SW) Milligan	(504) 678-6209	678-6209
N42	Admin Supervisor	PN1(AW) Shank	(504) 678-6210	678-6210
N421	School Quotas/TAD Clerk	YN1(AW) Cobb	(504) 678-1216	678-1216
N426	CANREC/CRF	NCC Washington	(504) 678-4250	678-4250

Fax: DSN 678-6211 or Comm (504) 678-6211.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: nrpc-xxxx@nrpc.nola.navy.mil

Enlisted Placement Management Center (EPMAC)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
ep40	Commanding Officer	CAPT Conn	(504) 678-1470	678-1470
ep40a	Executive Officer	CDR Powell	(504) 678-1470	678-1470
ep47	Department Director	Mr. Lindsley	(504) 678-1432	678-1432
ep47b	Budget/Program Analyst	Mrs. Herrick	(504) 678-1128	678-1128
ep47s	Adm. Assistant	Mrs. Malcolm	(504) 678-1433	678-1433
ep472	Dir. Assign/Imm Avails	PNC(SW/AW) Williams	(504) 678-1722	678-1722
ep471a	Lead Detailer Assign Div	PN1 Johnson	(504) 678-1435	678-1435
ep471c	NROTC/Precom/Decom Det	PN2 Elwood	(504) 678-1784	678-1784
ep471d	Women at Sea Detailer	AE2(AW) Jefferies	(504) 678-1420	678-1420
ep471g	AN Detailer	SN Hamilton	(504) 678-5732	678-5732

ep471h	SN Detailer	PN3 MacDonald	(504) 678-1587	678-1587
ep471j	FN Detailer	YN3 Morrison	(504) 678-1749	678-1749
ep472b	Imm Avail Con. Processor	EN2(SW) Hunt	(504) 678-1588	678-1588
ep472c	SN/FN/AN Detailer	IT3 Foster	(504) 678-6204	678-6204
ep472d	SN/FN/AN Sub Detailer	EN2(SW) Hunt	(504) 678-5267	678-5267
ep472e	SN/FN/AN Sub Detailer	SN Taylor	(504) 678-6772	678-6772
ep472f	SN/FN/AN Detailer	SN Mostafavi	(504) 678-1720	678-1720

Fax: DSN 678-1122 or Comm (504) 678-1122.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@epmac.nola.navy.mil

FY01 Selection Board Schedule

<u>Board #</u>	<u>Title</u>	<u>Convene</u>	<u>Adjourn</u>
305	NJROTC	1 May 00	5 May 00
400	Reserve E7	5 Jun 00	23 Jun 00
375	CMC Selection #2	19 Jun 00	23 Jun 99
380	Senior Enlisted Academy #2	26 Jun 00	28 Jun 00
395	Active E7	6 Jul 00	31 Jul 00
455	Seaman to Admiral	18 Sep 00	29 Sep 00

The latest version of the Selection Board Schedule is available on the NPC/BUPERS Web Page at <http://www.bupers.navy.mil>.

You'll also find *Questions From the Fleet*, *Selection Board Images*, a link to the *Retention Center On Line* and *Other Selection Board/ Advancement Information*.

PERS-32 Selection Board Support

To send mail to NPC in Millington, use the address below.
Be sure to include the PERS Code in line three of the address
and the PERS + 4 Zip code. The codes are available on the
NPC/BUPERS Home Page at:
<http://www.bupers.navy.mil>

DEPARTMENT OF THE NAVY
NAVY PERSONNEL COMMAND
PERS ____
5720 INTEGRITY DR
MILLINGTON TN 38055-_____

PLAD: COMNAVPERSCOM MILLINGTON TN/PERS_____

Microfiche and ESR Requests

Your Microfiche or Enlisted Summary Record (ESR) may be ordered by mail or fax. You can download the request forms from the NPC/BUPERS Web Site at <http://www.bupers.navy.mil>. Click on *Selection Boards, Other Selection Board /Advancement Information* and *Information on how to order your microfiche, Officer Summary Record or Enlisted Summary Record*. Then click on the form you wish to display, print the form, and fax or send it using the information provided below.

NAVY PERSONNEL COMMAND
PERS-313C
5720 INTEGRITY DRIVE
MILLINGTON, TN 38055-3130

- ❖ You may fax the form to: DSN 882-2664 or Comm (901) 874-2664.
- ❖ If you need more information, you may call: DSN 882-3596/3415 or Comm (901) 874-3596/3415.

Phone or E-mail requests for microfiche or ESRs cannot be honored.
Your signature is required for each request.

The Back Page

Use the charts below to plan your order negotiations. Requisitions are generated about every two weeks and list vacancy projections for your negotiation window - usually nine months. Use the first table to determine when you can start negotiations and when you are required to be under orders. Use the second table to determine which JASS requisitions you will be permitted to use and when AM/PM detailing expanded hours will occur. On these days, detailers will be available from 0600-2200 CST. Please consult your Command Career Counselor and review JASS listings before contacting the detailer. This will make the process more efficient and may answer some questions before the call.

If your PRD is:	Begin negotiations the <u>first</u> week of:	You must be under orders by the <u>last</u> week of:
January 2001	April 2000	June 2000
February 2001	May 2000	July 2000
March 2001	June 2000	August 2000
April 2001	July 2000	September 2000

<u>PRD:</u>	<u>New REQS:</u>	<u>AM/PM Detailing</u>	<p>You have a three-month window to negotiate orders. Use it wisely and be reasonable in your requests and expectations. If you have a change in status (i.e., EFM, married, etc.), contact your detailer even if you haven't reached your negotiating window yet. If you are currently in your negotiating window, note when you are required to be under orders in the first table.</p>
January 2001	Apr 11 & 25 May 9 & 23 Jun 6 & 27	Apr 12 & 26 May 10 & 24 Jun 7 & 28	
February 2001	May 9 & 23 Jun 6 & 27 Jul 11 & 25	May 10 & 24 Jun 7 & 28 Jul 12 & 26	
March 2001	Jun 6 & 27 Jul 11 & 25 Aug 8 & 22	Jun 7 & 28 Jul 12 & 26 Aug 9 & 23	
April 2001	Jul 11 & 25 Aug 8 & 22 Sep 6 & 26	Jul 12 & 26 Aug 9 & 23 Sep 7 & 27	